



November 1996

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# Award Rates of Pay Indexes

## Australia

## NOTES

### FORTHCOMING ISSUES

#### ISSUE

#### RELEASE DATE

December 1996

10 February 1997

January 1997

10 March 1997

February 1997

7 April 1997

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### NOTE

The *Award Rates of Pay Indexes* publication will be discontinued after the June 1997 publication.

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### ABOUT THIS PUBLICATION

The *Award Rates of Pay Indexes* are compiled from data obtained from wage fixing authorities, both federal and State, relating to variations in prescribed award wages and hours.

*Revisions:* Users should note that revisions to indexes are made where award variations are retrospective, or when there is a delay in receipt of notification of variations. See paragraph 20 of the Explanatory Notes.

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### CHANGES IN THIS ISSUE

*Industry Classifications:* From this issue, industry information shown in Table 10 is classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC) (see paragraph 28 of the Explanatory Notes).

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### NOTES ON INDEXES

Wage variations from enterprise bargaining awards and agreements since October 1991 are generally excluded from award rates of pay indexes. See paragraphs 17 to 19 of the Explanatory Notes.

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### SYMBOLS AND OTHER USAGES

.. not applicable

As the indexes are rounded to one decimal place, discrepancies may occur between the published annual percentage changes in tables 1, 4, 5 and 6 and the value which would be produced by calculating the percentage change from the published statistics.

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### INQUIRIES

For information about other ABS statistics and services, please refer to the back of this publication.

For further information about these statistics, contact Patricia Dopita on (06) 252 6695.

W. McLennan  
Australian Statistician

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## SUMMARY OF FINDINGS

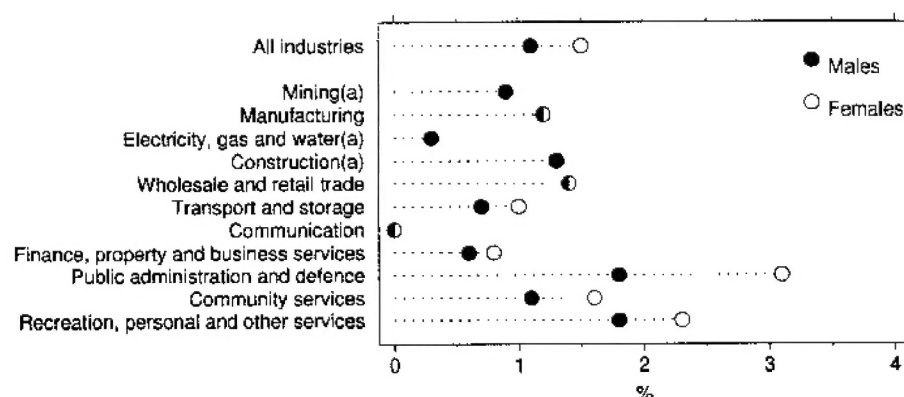
### ANNUAL MOVEMENTS

#### GENERAL

Over the 12 months to November 1996, the weekly award rates of pay indexes for full-time adult employees rose by 1.2%. For full-time adult females and full-time adult males the indexes rose by 1.5% and 1.1% respectively.

#### INDUSTRY

The largest industry movements over the annual period for full-time adult females and males occurred in the Public administration and defence industry (3.1% and 1.8% respectively), and in the Recreation, personal and other services industry (2.3% and 1.8% respectively).



(a) Data not available for females in these industries.

#### OCCUPATION

In terms of occupation groups, the largest increases for full-time adult females were for Professionals (2.3%), and Managers and administrators, Clerks, and Labourers and related workers (all 1.4%). For full-time adult males the largest increases were for Professionals (1.5%) and Clerks (1.3%).

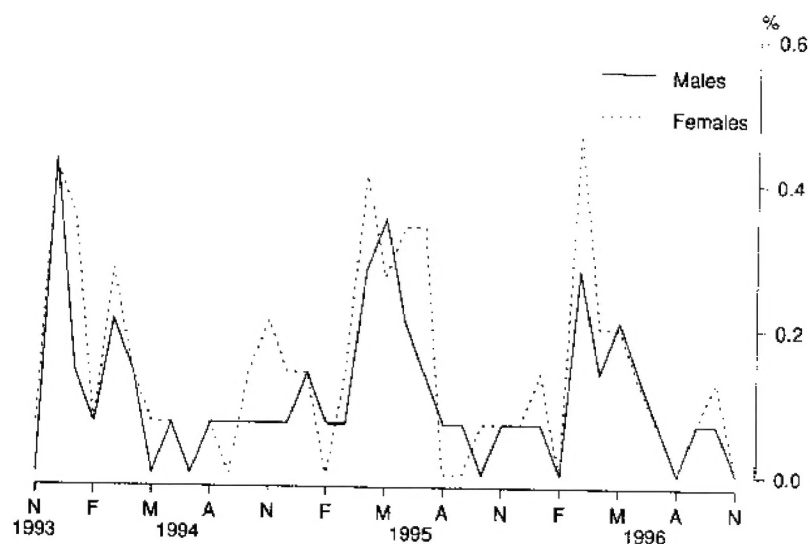


#### STATE

At the State level, the largest increases in the year to November 1996 for full-time adult males were in the Australian Capital Territory (3.1%) and South Australia (1.3%). For full-time adult females the largest increases were in the Australian Capital Territory (2.7%), South Australia and Western Australia (both 1.7%).

### MONTHLY MOVEMENTS

For the period October 1996 to November 1996 the weekly award rates of pay index for full-time adult employees recorded minimal change.



## EFFECTS OF WAGE CASE DECISIONS

Variations from the October 1993 'safety net' principle wage case are being applied to awards as they are ratified i.e. from December 1993.

**TABLE 1. AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : AUSTRALIA  
BASE : JUNE 1985 = 100.0**

Month	Weekly Series			Hourly Series		
	Males	Females	Persons	Males	Females	Persons
<i>June —</i>						
1985	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.8	104.2	104.0	103.9	104.3	104.0
1987	109.7	110.4	109.9	109.8	110.9	110.2
1988	114.8	115.3	114.9	115.0	116.3	115.4
1989	122.5	123.9	122.9	123.1	125.5	123.8
1990	130.4	132.0	130.9	131.2	133.7	132.0
1991	133.6	135.9	134.3	134.6	137.8	135.6
1992	138.2	140.4	138.9	139.3	142.4	140.3
1993	139.3	141.9	140.1	140.5	143.8	141.5
1994	141.2	144.1	142.1	142.5	146.2	143.7
<i>1994 —</i>						
November	141.6	144.7	142.6	142.9	146.8	144.1
December	141.7	144.9	142.7	143.0	147.1	144.3
<i>1995 —</i>						
January	141.9	145.1	142.9	143.2	147.3	144.5
February	142.0	145.1	142.9	143.3	147.3	144.5
March	142.1	145.3	143.1	143.4	147.5	144.7
April	142.5	145.9	143.6	143.9	148.2	145.2
May	143.0	146.3	144.0	144.3	148.7	145.7
June	143.3	146.8	144.4	144.6	149.2	146.0
July	143.5	147.3	144.7	144.9	149.7	146.4
August	143.6	147.3	144.8	145.0	149.7	146.4
September	143.7	147.3	144.8	145.0	149.7	146.5
October	143.7	147.4	144.9	145.1	149.8	146.5
November	143.8	147.5	145.0	145.2	149.9	146.6
December	143.9	147.6	145.0	145.2	150.0	146.7
<i>1996 —</i>						
January	144.0	147.8	145.2	145.4	150.2	146.9
February	144.0	147.8	145.2	145.4	150.2	146.9
March	144.4	148.5	145.7	145.8	150.9	147.4
April	144.6	148.8	145.9	145.9	151.3	147.6
May	144.9	149.1	146.2	146.3	151.6	148.0
June	145.1	149.3	146.4	146.5	151.8	148.1
July	145.2	149.4	146.5	146.6	152.0	148.3
August	145.2	149.4	146.5	146.6	152.0	148.3
September	145.3	149.5	146.6	146.7	152.0	148.3
October	145.4	149.7	146.7	146.8	152.2	148.5
November	145.4	149.7	146.7	146.8	152.2	148.5
<i>Percentage change from corresponding month of previous year</i>						
<i>1994 —</i>						
November	1.4	1.8	1.6	1.4	1.8	1.6
<i>1995 —</i>						
November	1.6	1.9	1.7	1.6	2.1	1.7
<i>1996 —</i>						
November	1.1	1.5	1.2	1.1	1.5	1.3

**TABLE 2. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), AUSTRALIA  
BASE : JUNE 1985 = 100.0**

Industry (ASIC)	1995					1996							
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>MALES</b>													
Mining	145.1	145.2	145.2	145.3	145.3	145.3	145.4	145.4	146.4	146.4	146.4	146.4	146.5
Manufacturing	146.2	146.3	146.4	146.4	146.5	146.7	147.5	147.7	147.7	147.8	147.9	147.9	147.9
Food, beverages and tobacco	143.7	143.9	143.9	143.9	143.9	144.0	144.4	144.7	144.9	144.9	144.9	144.9	144.9
Textiles; Clothing and footwear	158.8	158.9	158.9	158.9	159.1	159.8	160.0	160.1	160.1	160.1	160.1	160.1	160.1
Chemicals, petroleum, coal	140.3	140.3	140.3	140.3	140.7	140.8	141.6	141.6	141.9	141.9	141.9	141.9	141.9
Metal products, machinery and equipment	145.6	145.6	145.7	145.7	145.7	145.8	147.0	147.1	147.1	147.3	147.3	147.4	147.4
Basic metal products	140.7	140.7	140.9	140.9	140.9	141.0	141.4	141.4	141.4	141.4	141.4	141.4	141.4
Fabricated metal products; Other machinery and equipment	148.8	148.8	148.9	148.9	148.9	149.1	151.2	151.3	151.3	151.3	151.4	151.4	151.4
Transport equipment	144.7	144.7	144.8	144.8	145.0	145.0	145.6	145.7	145.7	146.2	146.2	146.2	146.2
Other manufacturing(a)	150.3	150.5	150.5	150.6	151.3	151.5	151.8	152.1	152.3	152.3	152.5	152.5	152.5
Construction	142.1	142.1	142.2	142.3	143.0	143.1	143.5	143.7	143.8	143.8	143.8	144.0	144.0
Wholesale and retail trade	151.1	151.2	151.2	151.2	151.9	152.3	152.8	153.0	153.2	153.2	153.2	153.2	153.2
Wholesale trade	148.0	148.0	148.1	148.1	148.5	148.9	149.5	149.7	149.7	149.7	149.7	149.8	149.8
Retail trade	153.9	154.0	154.0	154.0	155.0	155.3	155.8	156.0	156.2	156.3	156.3	156.3	156.3
Transport and storage	139.4	139.4	139.5	139.5	139.6	139.9	140.0	140.2	140.3	140.3	140.3	140.4	140.4
Finance, property and business services	142.0	142.2	142.2	142.2	142.3	142.4	142.5	142.6	142.9	142.9	142.9	142.9	142.9
Community services	142.4	142.4	142.5	142.5	143.4	143.5	143.5	143.7	143.8	143.8	143.9	144.0	144.0
All industries(b)	143.8	143.9	144.0	144.0	144.4	144.6	144.9	145.1	145.2	145.2	145.3	145.4	145.4
<b>FEMALES</b>													
Manufacturing	151.2	151.3	151.3	151.3	151.6	152.0	152.7	152.9	153.0	153.0	153.0	153.0	153.0
Food, beverages and tobacco	144.3	144.7	144.7	144.7	144.7	145.2	145.4	145.6	145.7	145.7	145.7	145.8	145.8
Textiles; Clothing and footwear	160.4	160.5	160.5	160.5	161.4	161.8	161.8	161.9	161.9	161.9	161.9	161.9	161.9
Metal products, machinery and equipment	148.8	148.8	148.8	148.9	148.9	149.3	151.0	151.2	151.2	151.2	151.2	151.3	151.3
Other manufacturing(a)	152.2	152.2	152.2	152.2	152.4	152.8	153.4	154.1	154.1	154.2	154.2	154.2	154.2
Wholesale and retail trade	150.0	150.0	150.1	150.1	150.3	151.0	151.7	151.9	152.0	152.0	152.0	152.1	152.1
Wholesale trade	147.4	147.5	147.6	147.6	147.8	148.7	149.4	149.5	149.5	149.5	149.5	149.7	149.7
Retail trade	151.4	151.4	151.4	151.4	151.6	152.2	152.9	153.1	153.2	153.2	153.2	153.3	153.3
Transport and storage	140.8	140.8	141.0	141.0	141.1	141.2	141.3	141.7	142.0	142.0	142.0	142.2	142.2
Finance, property and business services	142.9	143.0	143.0	143.0	143.0	143.4	143.7	143.8	144.0	144.0	144.0	144.1	144.1
Community services	147.6	147.7	148.0	148.0	149.2	149.3	149.5	149.7	149.8	149.8	149.9	150.0	150.0
All industries(b)	147.5	147.6	147.8	147.8	148.5	148.8	149.1	149.3	149.4	149.4	149.5	149.7	149.7
<b>PERSONS</b>													
Mining	144.9	145.0	145.0	145.1	145.1	145.1	145.2	145.2	146.2	146.2	146.2	146.2	146.2
Manufacturing	147.3	147.4	147.4	147.5	147.7	147.9	148.7	148.8	148.9	149.0	149.0	149.0	149.0
Food, beverages and tobacco	143.8	144.1	144.1	144.1	144.1	144.3	144.7	144.9	145.1	145.1	145.1	145.1	145.1
Textiles; Clothing and footwear	159.9	160.0	160.0	160.0	160.7	161.1	161.2	161.3	161.3	161.3	161.3	161.3	161.3
Chemicals, petroleum, coal	141.5	141.5	141.6	141.6	141.9	142.2	143.1	143.2	143.3	143.3	143.3	143.4	143.4
Metal products, machinery and equipment	146.0	146.0	146.1	146.1	146.2	146.3	147.6	147.7	147.7	147.8	147.9	147.9	147.9
Basic metal products	140.8	140.8	141.0	141.0	141.0	141.0	141.5	141.5	141.5	141.5	141.5	141.5	141.5
Fabricated metal products; Other machinery and equipment	148.8	148.8	148.8	148.9	148.9	149.1	151.1	151.3	151.3	151.3	151.4	151.4	151.4
Transport equipment	145.5	145.5	145.6	145.6	145.8	145.8	146.6	146.6	146.6	147.1	147.1	147.2	147.2
Other manufacturing(a)	150.6	150.8	150.8	150.8	151.5	151.7	152.1	152.5	152.6	152.7	152.8	152.8	152.8
Construction	142.3	142.3	142.4	142.4	143.1	143.3	143.7	143.8	144.0	144.0	144.0	144.2	144.2
Wholesale and retail trade	150.7	150.8	150.8	150.8	151.4	151.9	152.4	152.7	152.8	152.8	152.8	152.8	152.8
Wholesale trade	147.8	147.9	148.0	148.0	148.3	148.9	149.4	149.6	149.7	149.7	149.7	149.7	149.8
Retail trade	152.9	153.0	153.0	153.0	153.6	154.1	154.7	154.9	155.1	155.1	155.1	155.1	155.1
Transport and storage	139.6	139.6	139.7	139.7	139.8	140.0	140.1	140.4	140.5	140.5	140.5	140.6	140.6
Finance, property and business services	142.5	142.6	142.6	142.6	142.6	142.9	143.1	143.2	143.4	143.4	143.5	143.5	143.5
Community services	145.2	145.2	145.4	145.4	146.5	146.5	146.7	146.8	147.0	147.0	147.0	147.2	147.2
All industries(b)	145.0	145.0	145.2	145.2	145.7	145.9	146.2	146.4	146.5	146.5	146.6	146.7	146.7

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.  
(b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 3. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : OCCUPATION, AUSTRALIA  
BASE : JUNE 1985 = 100.0**

Occupation	1995			1996									
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>MALES</b>													
Managers and administrators	140.5	140.5	140.7	140.7	141.2	141.3	141.4	141.5	141.6	141.7	141.7	141.9	141.9
Para-professionals	141.1	141.1	141.2	141.2	141.4	141.4	141.6	141.7	141.8	141.8	141.9	142.0	142.0
Engineering etc	139.0	139.0	139.2	139.2	139.4	139.4	139.7	139.8	140.0	140.0	140.0	140.2	140.2
Police	148.0	148.0	148.0	148.0	148.1	148.1	148.2	148.2	148.2	148.2	148.5	148.5	148.5
Other para-professionals	139.6	139.6	139.7	139.7	139.9	139.9	140.1	140.1	140.3	140.3	140.3	140.5	140.5
Tradespersons	144.8	144.8	144.9	145.0	145.3	145.4	146.0	146.1	146.2	146.3	146.3	146.3	146.3
Metal	145.4	145.4	145.4	145.5	145.6	145.6	146.7	146.8	146.9	147.0	147.0	147.1	147.1
Electrical and electronic	139.0	139.0	139.1	139.2	139.2	139.3	139.6	139.7	139.8	139.8	139.8	139.8	139.8
Building	143.1	143.1	143.2	143.2	144.0	144.2	144.5	144.6	144.7	144.7	144.7	144.8	144.8
Vehicle	153.0	153.0	153.0	153.1	154.3	154.4	154.8	155.0	155.0	155.1	155.1	155.1	155.1
Other	147.2	147.3	147.5	147.5	147.7	147.9	148.4	148.5	148.6	148.6	148.7	148.8	148.8
Clerks	142.0	142.0	142.4	142.4	142.8	143.0	143.1	143.2	143.3	143.3	143.4	143.9	143.9
Salespersons and personal service workers	147.3	147.4	147.4	147.4	147.8	148.1	148.4	148.5	148.6	148.7	148.8	148.8	148.8
Labourers and related workers	144.7	144.8	144.8	144.9	145.1	145.3	145.8	145.9	146.1	146.1	146.2	146.2	146.2
Trades assistants and factory hands	146.3	146.4	146.5	146.5	146.8	146.9	147.6	147.8	147.9	148.0	148.0	148.1	148.1
Construction and mining labourers	141.5	141.6	141.7	141.7	142.0	142.1	142.3	142.4	142.6	142.6	142.6	142.6	142.6
Other labourers	144.6	144.7	144.8	144.8	145.0	145.2	145.7	145.9	146.0	146.0	146.1	146.1	146.1
<i>All occupation groups</i>	<i>143.8</i>	<i>143.9</i>	<i>144.0</i>	<i>144.0</i>	<i>144.4</i>	<i>144.6</i>	<i>144.9</i>	<i>145.1</i>	<i>145.2</i>	<i>145.2</i>	<i>145.3</i>	<i>145.4</i>	<i>145.4</i>
<b>FEMALES</b>													
Managers and administrators	147.2	147.3	147.5	147.5	148.3	148.6	148.9	149.0	149.2	149.2	149.2	149.4	149.4
Para-professionals	154.1	154.2	154.5	154.5	154.8	155.0	155.1	155.3	155.4	155.5	155.5	155.6	155.6
Registered nurses	160.4	160.5	160.9	160.9	161.1	161.3	161.4	161.7	161.8	161.8	161.8	161.9	161.9
Other para-professionals	143.0	143.0	143.1	143.1	143.7	143.8	144.0	144.1	144.2	144.2	144.3	144.4	144.4
Tradespersons	149.6	149.7	150.0	150.1	150.3	150.6	151.1	151.3	151.5	151.5	151.6	151.7	151.7
Clerks	145.1	145.2	145.4	145.4	145.8	146.2	146.5	146.7	146.8	146.8	146.8	147.2	147.2
Stenographers	144.7	144.7	144.9	144.9	145.2	145.6	146.0	146.1	146.2	146.2	146.2	146.6	146.6
Receptionists	146.7	146.7	146.9	146.9	147.3	147.8	148.4	148.5	148.7	148.7	148.7	149.2	149.2
Salespersons and personal service workers	151.4	151.5	151.6	151.6	151.9	152.4	152.7	152.9	153.1	153.1	153.3	153.4	153.4
Labourers and related workers	145.4	145.6	145.9	145.9	146.1	146.2	146.9	147.1	147.4	147.4	147.4	147.4	147.4
Trades assistants and factory hands	149.2	149.4	149.4	149.4	149.5	149.6	150.9	151.2	151.2	151.2	151.2	151.3	151.3
Cleaners	135.9	135.9	136.5	136.5	136.6	136.7	137.0	137.1	137.4	137.4	137.4	137.5	137.5
Other labourers	145.8	146.0	146.5	146.5	146.7	146.9	147.3	147.5	147.9	147.9	147.9	147.9	147.9
<i>All occupation groups</i>	<i>147.5</i>	<i>147.6</i>	<i>147.8</i>	<i>147.8</i>	<i>148.5</i>	<i>148.8</i>	<i>149.1</i>	<i>149.3</i>	<i>149.4</i>	<i>149.4</i>	<i>149.5</i>	<i>149.7</i>	<i>149.7</i>
<b>PERSONS</b>													
Managers and administrators	141.8	141.9	142.1	142.1	142.6	142.8	142.9	143.0	143.2	143.2	143.2	143.4	143.4
Para-professionals	145.1	145.1	145.3	145.3	145.5	145.6	145.7	145.8	146.0	146.0	146.0	146.2	146.2
Engineering etc	138.9	138.9	139.0	139.1	139.3	139.3	139.5	139.7	139.8	139.8	139.8	140.1	140.1
Registered nurses	159.5	159.6	160.0	160.0	160.2	160.4	160.4	160.7	160.9	160.9	160.9	161.0	161.0
Police	148.1	148.1	148.1	148.1	148.1	148.1	148.3	148.3	148.3	148.3	148.5	148.5	148.5
Other para-professionals	138.9	139.0	139.1	139.1	139.5	139.5	139.6	139.7	139.8	139.9	139.9	140.1	140.1
Tradespersons	145.2	145.2	145.3	145.3	145.7	145.8	146.4	146.5	146.6	146.7	146.7	146.8	146.8
Metal	145.5	145.5	145.5	145.5	145.7	145.7	146.8	146.9	147.0	147.1	147.1	147.2	147.2
Electrical and electronic	139.1	139.1	139.1	139.2	139.3	139.3	139.6	139.7	139.8	139.8	139.8	139.8	139.8
Building	143.2	143.2	143.3	143.3	144.1	144.3	144.6	144.7	144.8	144.8	144.8	144.9	144.9
Vehicle	152.9	152.9	153.0	153.0	154.2	154.3	154.7	154.9	155.0	155.0	155.0	155.0	155.0
Clerks	143.8	143.8	144.1	144.1	144.5	144.9	145.1	145.2	145.4	145.4	145.4	145.8	145.8
Stenographers	144.3	144.3	144.5	144.5	144.8	145.1	145.5	145.6	145.7	145.7	145.7	146.1	146.1
Receptionists	145.3	145.3	145.5	145.5	146.0	146.4	146.8	146.9	147.1	147.1	147.1	147.6	147.6
Salespersons and personal service workers	149.3	149.4	149.5	149.5	149.8	150.2	150.6	150.7	150.8	150.8	151.0	151.1	151.1
Labourers and related workers	144.9	144.9	145.1	145.1	145.3	145.5	146.0	146.2	146.4	146.4	146.4	146.5	146.5
Trades assistants and factory hands	147.0	147.1	147.1	147.1	147.4	147.5	148.4	148.6	148.7	148.7	148.8	148.8	148.8
Construction and mining labourers	141.7	141.8	141.9	141.9	142.2	142.3	142.5	142.6	142.8	142.8	142.8	142.8	142.8
Cleaners	141.9	142.0	142.3	142.3	142.5	142.5	143.0	143.2	143.3	143.3	143.4	143.4	143.4
Other labourers	144.9	145.0	145.3	145.3	145.4	145.7	146.2	146.3	146.5	146.5	146.6	146.6	146.6
<i>All occupation groups</i>	<i>145.0</i>	<i>145.0</i>	<i>145.2</i>	<i>145.2</i>	<i>145.7</i>	<i>145.9</i>	<i>146.2</i>	<i>146.4</i>	<i>146.5</i>	<i>146.5</i>	<i>146.6</i>	<i>146.7</i>	<i>146.7</i>



**TABLE 4. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : STATES, TERRITORIES AND AUSTRALIA  
BASE : JUNE 1985 = 100.0**

<i>Month</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Aust.</i>
<b>MALES</b>									
<i>1995 —</i>									
November	141.3	145.8	144.3	146.8	142.6	144.6	144.6	147.6	143.8
December	141.3	145.8	144.3	146.9	142.7	144.7	144.6	147.6	143.9
<i>1996 —</i>									
January	141.4	146.0	144.4	147.0	142.9	144.9	144.6	148.7	144.0
February	141.4	146.0	144.4	147.0	142.9	144.9	144.6	148.7	144.0
March	141.6	146.8	144.6	147.3	143.0	145.1	144.7	150.2	144.4
April	141.8	147.0	144.7	147.4	143.3	145.2	144.9	150.3	144.6
May	142.1	147.3	145.2	147.9	143.6	145.6	145.0	150.4	144.9
June	142.2	147.3	145.5	148.1	143.9	145.6	145.0	150.4	145.1
July	142.4	147.4	145.6	148.4	144.0	145.6	145.0	150.4	145.2
August	142.4	147.4	145.6	148.6	144.0	145.6	145.0	150.4	145.2
September	142.5	147.4	145.7	148.6	144.1	145.6	145.0	150.5	145.3
October	142.5	147.5	145.8	148.7	144.2	145.7	145.1	152.1	145.4
November	142.6	147.5	145.8	148.7	144.2	145.7	145.1	152.1	145.4
Annual change (%)	0.9	1.2	1.0	1.3	1.1	0.8	0.4	3.1	1.1
<b>FEMALES</b>									
<i>1995 —</i>									
November	146.1	149.3	147.7	148.7	146.5	145.5	148.1	147.2	147.5
December	146.1	149.3	147.7	148.7	146.7	145.7	148.1	147.2	147.6
<i>1996 —</i>									
January	146.3	149.4	148.0	148.9	147.3	145.8	148.2	148.1	147.8
February	146.3	149.4	148.0	148.9	147.4	145.8	148.2	148.1	147.8
March	146.7	151.0	148.2	149.1	147.6	146.0	148.4	149.2	148.5
April	147.3	151.1	148.2	149.4	147.6	146.1	148.8	149.4	148.8
May	147.5	151.2	149.2	150.2	147.9	146.2	148.8	149.5	149.1
June	147.6	151.3	149.5	150.7	148.5	146.2	149.0	149.5	149.3
July	147.7	151.3	149.6	151.0	148.8	146.2	149.2	149.7	149.4
August	147.7	151.3	149.7	151.0	148.9	146.2	149.2	149.7	149.4
September	147.8	151.3	149.7	151.0	148.9	146.2	149.2	149.8	149.5
October	148.1	151.5	149.8	151.2	149.1	146.4	149.4	151.2	149.7
November	148.1	151.5	149.8	151.2	149.1	146.4	149.4	151.2	149.7
Annual change (%)	1.4	1.5	1.5	1.7	1.7	0.6	0.9	2.7	1.5
<b>PERSONS</b>									
<i>1995 —</i>									
November	142.8	146.9	145.3	147.4	143.7	144.8	146.0	147.4	145.0
December	142.8	147.0	145.4	147.4	143.9	145.0	146.0	147.4	145.0
<i>1996 —</i>									
January	142.9	147.1	145.5	147.6	144.2	145.1	146.1	148.5	145.2
February	142.9	147.1	145.5	147.6	144.2	145.1	146.1	148.5	145.2
March	143.2	148.2	145.6	147.8	144.4	145.3	146.2	149.8	145.7
April	143.5	148.3	145.7	148.0	144.5	145.4	146.5	150.0	145.9
May	143.8	148.6	146.4	148.6	144.9	145.7	146.5	150.0	146.2
June	143.9	148.6	146.7	148.8	145.3	145.8	146.6	150.0	146.4
July	144.1	148.7	146.8	149.1	145.5	145.8	146.7	150.1	146.5
August	144.1	148.7	146.8	149.3	145.5	145.8	146.7	150.1	146.5
September	144.1	148.7	146.9	149.3	145.5	145.8	146.7	150.3	146.6
October	144.3	148.8	147.0	149.4	145.6	145.9	146.8	151.8	146.7
November	144.3	148.8	147.0	149.4	145.6	145.9	146.8	151.8	146.7
Annual change (%)	1.0	1.3	1.2	1.4	1.3	0.7	0.6	3.0	1.2

**TABLE 5. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA**  
**ANNUAL PERCENTAGE CHANGE NOVEMBER 1995 TO NOVEMBER 1996**  
**BASE : JUNE 1985 = 100.0**

Industry (ASIC)	Annual change (%)								
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
<b>MALES</b>									
Mining	1.4	0.4	1.0	0.3	0.3	0.0	0.0	..	0.9
Manufacturing	0.9	1.0	1.6	1.9	1.3	1.6	0.8	1.8	1.2
Electricity, gas and water	0.0	0.3	1.0	0.2	0.4	0.2	0.0	4.9	0.3
Construction	1.3	1.3	1.7	1.1	1.0	0.8	0.0	3.6	1.3
Wholesale and retail trade	1.5	1.2	1.4	1.4	2.0	0.4	1.5	1.4	1.4
Transport and storage	0.7	0.7	0.4	0.8	0.7	0.5	0.5	4.4	0.7
Communication	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Finance, property and business services	0.7	0.4	0.6	0.9	0.8	1.1	0.5	1.8	0.6
Public administration and defence(a)	1.1	2.4	0.8	1.7	2.3	0.8	0.7	4.8	1.8
Community services	0.4	2.5	0.7	1.1	0.9	0.7	0.0	1.3	1.1
Recreation, personal and other services	2.1	1.0	2.0	1.7	1.9	0.2	2.2	3.4	1.8
All industries(b)	0.9	1.2	1.0	1.3	1.1	0.8	0.4	3.1	1.1
<b>FEMALES</b>									
Manufacturing	1.4	0.8	1.9	1.9	1.5	1.4	1.7	2.2	1.2
Wholesale and retail trade	1.7	0.3	2.0	1.5	2.0	0.0	2.1	1.8	1.4
Transport and storage	1.0	0.7	0.6	2.0	1.5	0.2	0.6	2.7	1.0
Communication	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Finance, property and business services	1.0	0.2	1.0	1.4	1.0	1.1	1.1	1.9	0.8
Public administration and defence(a)	2.7	2.9	2.0	3.0	3.9	2.9	1.6	5.0	3.1
Community services	0.9	3.0	1.4	1.8	1.7	0.2	0.0	0.9	1.6
Recreation, personal and other services	4.6	0.6	1.3	1.3	2.1	0.9	2.1	2.5	2.3
All industries(b)	1.4	1.5	1.5	1.7	1.7	0.6	0.9	2.7	1.5

(a) Excludes employees in the defence forces. (b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 6. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA**  
**ANNUAL PERCENTAGE CHANGE NOVEMBER 1995 TO NOVEMBER 1996**  
**BASE : JUNE 1985 = 100.0**

Occupation	Annual change (%)								
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
<b>MALES</b>									
Managers and administrators	0.6	1.2	0.6	0.8	1.0	0.6	0.1	4.0	1.1
Professionals	0.7	3.0	0.3	1.2	0.6	0.6	0.3	2.2	1.5
Para-professionals	0.4	0.6	0.7	1.0	0.6	0.3	0.2	2.1	0.7
Tradespersons	0.9	1.0	1.5	1.3	1.0	0.5	0.3	3.0	1.1
Clerks	1.2	1.0	0.8	1.5	1.7	1.5	0.7	4.3	1.3
Salespersons and personal service workers	1.2	0.4	1.0	1.2	2.3	0.4	1.8	2.0	1.0
Plant and machine operators, and drivers	1.0	1.1	1.1	1.3	1.1	1.1	0.3	4.0	1.1
Labourers and related workers	0.8	1.1	1.1	1.3	1.3	0.7	0.4	2.4	1.0
All occupation groups	0.9	1.2	1.0	1.3	1.1	0.8	0.4	3.1	1.1
<b>FEMALES</b>									
Managers and administrators	1.3	1.6	1.6	1.5	1.5	0.1	0.7	2.8	1.4
Professionals	0.4	6.3	0.3	1.7	0.7	0.1	0.0	0.9	2.3
Para-professionals	0.6	0.6	1.7	1.9	1.9	0.1	0.0	0.6	1.0
Tradespersons	1.7	0.5	1.9	1.7	1.7	1.6	0.3	0.9	1.3
Clerks	1.7	0.6	1.3	1.8	1.7	1.2	1.3	3.9	1.4
Salespersons and personal service workers	1.8	0.2	1.6	1.4	2.2	0.2	1.2	1.7	1.3
Plant and machine operators, and drivers	1.5	0.6	1.9	1.8	1.4	1.1	2.1	1.8	1.0
Labourers and related workers	1.1	1.1	2.1	1.7	2.4	0.5	1.5	1.6	1.4
All occupation groups	1.4	1.5	1.5	1.7	1.7	0.6	0.9	2.7	1.5

Note: Statistics covering a more detailed occupation classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

Industry (ASIC)	NSW				Vic.				Qld			
	1995				1995				1995			
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
MALES												
Mining	152.1	154.2	154.2	154.2	137.7	138.3	138.3	138.3	147.1	148.7	148.7	148.7
Manufacturing	143.0	144.3	144.3	144.3	148.5	150.0	150.0	150.0	145.4	147.6	147.7	147.7
Food, beverages and tobacco	143.0	143.4	143.4	143.4	143.4	144.7	144.7	144.7	143.3	145.3	145.3	145.3
Textiles; Clothing and footwear	165.2	166.6	166.6	166.6	156.6	157.7	157.8	157.8	159.9	163.2	163.2	163.2
Chemicals, petroleum, coal	136.8	137.9	138.0	138.0	145.0	147.4	147.5	147.5	139.6	140.7	140.7	140.7
Metal products, machinery and equipment	141.0	142.4	142.4	142.4	148.3	149.9	150.0	150.0	149.0	151.6	151.6	151.6
Basic metal products	134.1	134.5	134.5	134.5	151.1	152.1	152.1	152.1	136.7	136.8	136.8	136.8
Fabricated metal products; Other machinery and equipment	144.9	147.0	147.0	147.0	151.6	154.1	154.1	154.1	152.6	156.3	156.3	156.3
Transport equipment	141.9	143.0	143.1	143.1	145.0	146.0	146.2	146.2	148.3	149.7	149.7	149.7
Other manufacturing(a)	148.4	150.3	150.3	150.3	155.1	157.2	157.2	157.2	141.2	143.8	143.8	143.8
Construction	138.8	140.5	140.6	140.6	142.7	144.4	144.5	144.5	142.8	145.0	145.1	145.1
Wholesale and retail trade	151.1	153.3	153.3	153.4	153.1	154.9	154.9	154.9	148.1	150.2	150.2	150.2
Wholesale trade	146.3	148.1	148.1	148.2	151.0	152.7	152.7	152.8	145.2	146.8	146.8	146.8
Retail trade	156.3	159.0	159.0	159.0	155.2	156.9	156.9	156.9	150.1	152.6	152.6	152.6
Transport and storage	134.9	135.8	135.9	135.9	140.4	141.3	141.4	141.4	144.4	144.9	144.9	144.9
Finance, property and business services	141.2	142.1	142.2	142.2	143.9	144.5	144.5	144.5	144.5	145.3	145.3	145.3
Community services	139.9	140.4	140.5	140.5	143.8	147.2	147.4	147.4	142.6	143.5	143.6	143.6
All industries(b)	141.3	142.5	142.5	142.6	145.8	147.4	147.5	147.5	144.3	145.7	145.8	145.8
FEMALES												
Manufacturing	148.0	150.0	150.0	150.0	153.7	155.0	155.0	155.0	151.1	153.7	153.9	153.9
Food, beverages and tobacco	141.5	142.1	142.1	142.1	146.4	147.6	147.7	147.7	148.1	150.5	150.5	150.5
Textiles; Clothing and footwear	165.7	168.2	168.2	168.2	158.2	159.0	159.0	159.0	163.8	167.2	167.2	167.2
Metal products, machinery and equipment	144.5	147.1	147.1	147.1	151.3	153.3	153.3	153.3	147.4	150.3	150.3	150.3
Other manufacturing(a)	148.6	151.0	151.0	151.0	156.9	158.1	158.1	158.1	146.4	149.2	149.2	149.2
Wholesale and retail trade	148.4	150.8	151.0	151.0	150.5	150.9	150.9	150.9	151.5	154.5	154.5	154.5
Wholesale trade	145.3	147.9	148.2	148.2	148.9	149.4	149.5	149.5	149.3	152.3	152.3	152.3
Retail trade	151.1	153.4	153.4	153.4	151.3	151.6	151.7	151.7	152.2	155.2	155.2	155.2
Transport and storage	137.5	138.7	138.8	138.8	144.0	144.8	145.0	145.0	141.5	142.3	142.4	142.4
Finance, property and business services	138.8	140.1	140.2	140.2	146.4	146.7	146.7	146.7	147.2	148.7	148.7	148.7
Community services	149.1	150.3	150.4	150.4	149.1	153.6	153.6	153.6	145.0	146.9	147.1	147.1
All industries(b)	146.1	147.8	148.1	148.1	149.3	151.3	151.5	151.5	147.7	149.7	149.8	149.8
PERSONS												
Mining	151.7	153.7	153.7	153.8	138.1	138.7	138.7	138.7	146.9	148.4	148.4	148.4
Manufacturing	144.0	145.4	145.5	145.5	149.9	151.3	151.4	151.4	146.3	148.6	148.7	148.7
Food, beverages and tobacco	142.6	143.1	143.1	143.1	144.0	145.2	145.3	145.3	144.2	146.2	146.2	146.2
Textiles; Clothing and footwear	165.5	167.6	167.6	167.6	157.6	158.6	158.6	158.6	162.6	165.9	165.9	165.9
Chemicals, petroleum, coal	138.7	140.3	140.4	140.4	145.3	147.5	147.6	147.6	140.7	142.1	142.1	142.1
Metal products, machinery and equipment	141.5	143.0	143.1	143.1	148.9	150.5	150.6	150.6	148.9	151.5	151.5	151.5
Basic metal products	133.8	134.2	134.2	134.2	151.0	152.0	152.0	152.0	137.4	137.7	137.7	137.7
Fabricated metal products; Other machinery and equipment	145.1	147.4	147.4	147.4	151.6	153.9	154.0	154.0	152.2	155.8	155.8	155.8
Transport equipment	142.0	143.2	143.3	143.3	146.1	147.3	147.5	147.5	148.3	149.8	149.8	149.8
Other manufacturing(a)	148.4	150.5	150.5	150.5	155.4	157.4	157.4	157.4	141.8	144.4	144.4	144.4
Construction	139.1	140.8	140.9	140.9	142.6	144.3	144.4	144.4	143.1	145.3	145.5	145.5
Wholesale and retail trade	150.1	152.4	152.5	152.5	152.3	153.6	153.6	153.6	149.2	151.5	151.6	151.6
Wholesale trade	146.0	148.0	148.1	148.2	150.5	151.9	152.0	152.0	146.2	148.0	148.0	148.0
Retail trade	154.3	156.8	156.8	156.8	153.7	154.9	154.9	154.9	150.9	153.6	153.6	153.6
Transport and storage	135.3	136.2	136.3	136.3	140.9	141.7	141.8	141.8	144.2	144.7	144.8	144.8
Finance, property and business services	140.0	141.2	141.2	141.2	145.2	145.6	145.7	145.7	145.8	146.9	147.0	147.0
Community services	144.9	145.8	145.9	145.9	146.6	150.5	150.7	150.7	143.8	145.3	145.4	145.4
All industries(b)	142.8	144.1	144.3	144.3	146.9	148.7	148.8	148.8	145.3	146.9	147.0	147.0

For footnotes see end of table.

**TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Industry (ASIC)	SA				WA				Tas.			
	1995		1996		1995		1996		1995		1996	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Mining	140.5	141.0	141.0	141.0	134.3	134.7	134.7	134.7	137.7	137.7	137.7	137.7
Manufacturing	150.4	153.3	153.3	153.3	145.0	146.8	146.8	146.8	149.4	151.7	151.7	151.7
Food, beverages and tobacco	151.9	154.3	154.3	154.3	141.6	143.5	143.5	143.5	145.0	145.8	145.8	145.8
Textiles; Clothing and footwear	159.9	161.9	161.9	161.9	166.9	170.0	170.0	170.0	157.2	157.6	157.6	157.6
Chemicals, petroleum, coal	163.7	167.0	167.0	167.0	136.5	136.6	136.6	136.6	139.7	139.7	139.7	139.7
Metal products, machinery and equipment	148.8	151.9	151.9	151.9	147.9	149.4	149.4	149.4	144.0	144.3	144.3	144.3
Basic metal products	149.3	152.0	152.1	152.1	148.1	148.5	148.5	148.5	143.4	143.5	143.5	143.5
Fabricated metal products; Other machinery and equipment	151.4	154.3	154.3	154.3	151.3	154.2	154.2	154.2	138.6	139.4	139.4	139.4
Transport equipment	146.9	150.3	150.3	150.3	139.5	140.0	140.0	140.0	153.7	156.4	156.4	156.4
Other manufacturing(a)	152.8	155.4	155.4	155.4	145.1	147.6	147.7	147.7	163.0	166.0	166.0	166.0
Construction	146.6	148.2	148.2	148.2	144.5	145.9	145.9	145.9	144.0	145.1	145.2	145.2
Wholesale and retail trade	155.2	157.4	157.4	157.4	147.4	150.4	150.4	150.4	142.9	143.4	143.4	143.4
Wholesale trade	150.6	152.7	152.7	152.7	146.8	149.5	149.5	149.5	142.5	143.5	143.5	143.5
Retail trade	160.0	162.5	162.5	162.5	147.7	150.8	150.8	150.8	143.2	143.4	143.4	143.4
Transport and storage	143.4	144.4	144.5	144.5	141.0	142.0	142.0	142.0	143.6	144.3	144.3	144.3
Finance, property and business services	141.1	142.3	142.3	142.3	139.3	140.4	140.4	140.4	137.4	138.9	138.9	138.9
Community services	144.2	145.7	145.7	145.7	142.5	143.8	143.8	143.8	145.6	146.2	146.6	146.6
All industries(b)	146.8	148.6	148.7	148.7	142.6	144.1	144.2	144.2	144.6	145.6	145.7	145.7
<b>FEMALES</b>												
Manufacturing	150.3	153.1	153.1	153.1	149.4	151.6	151.6	151.6	152.5	154.7	154.7	154.7
Food, beverages and tobacco	143.8	146.3	146.3	146.3	143.5	144.7	144.7	144.7	146.9	149.5	149.5	149.5
Textiles; Clothing and footwear	165.0	168.3	168.3	168.3	165.5	168.9	168.9	168.9	167.3	168.0	168.0	168.0
Metal products, machinery and equipment	152.8	156.1	156.1	156.1	150.0	152.9	153.0	153.0	151.1	154.3	154.3	154.3
Other manufacturing(a)	152.7	155.4	155.4	155.4	148.7	151.7	151.7	151.7	..	..	..	..
Wholesale and retail trade	151.8	154.1	154.1	154.1	151.9	155.0	155.0	155.0	142.5	142.5	142.5	142.5
Wholesale trade	152.7	155.2	155.2	155.2	147.6	150.8	150.8	150.8	143.8	143.8	143.8	143.8
Retail trade	151.5	153.7	153.7	153.7	153.1	156.2	156.2	156.2	142.2	142.2	142.2	142.2
Transport and storage	147.1	149.1	150.0	150.0	145.1	147.4	147.4	147.4	141.0	141.2	141.3	141.3
Finance, property and business services	148.0	150.0	150.1	150.1	140.1	141.5	141.5	141.5	140.1	141.6	141.6	141.6
Community services	147.7	150.2	150.4	150.4	145.0	147.5	147.6	147.6	144.1	144.3	144.4	144.4
All industries(b)	148.7	151.0	151.2	151.2	146.5	148.9	149.1	149.1	145.5	146.2	146.4	146.4
<b>PERSONS</b>												
Mining	141.8	142.3	142.3	142.3	134.1	134.5	134.5	134.5	137.7	137.7	137.7	137.7
Manufacturing	150.4	153.2	153.3	153.3	145.7	147.6	147.6	147.6	149.7	152.1	152.1	152.1
Food, beverages and tobacco	148.2	150.6	150.6	150.6	142.0	143.7	143.7	143.7	145.4	146.7	146.7	146.7
Textiles; Clothing and footwear	163.5	166.5	166.5	166.5	165.5	168.9	168.9	168.9	161.0	161.6	161.6	161.6
Chemicals, petroleum, coal	157.9	160.8	160.8	160.8	136.7	136.9	136.9	136.9	139.7	139.7	139.7	139.7
Metal products, machinery and equipment	149.4	152.5	152.5	152.5	148.1	149.7	149.7	149.7	144.1	144.5	144.5	144.5
Basic metal products	149.8	152.5	152.5	152.5	148.1	148.6	148.6	148.6	143.4	143.5	143.5	143.5
Fabricated metal products; Other machinery and equipment	151.7	154.6	154.6	154.6	151.3	154.2	154.2	154.2	138.6	139.4	139.4	139.4
Transport equipment	147.8	151.2	151.2	151.2	139.9	140.5	140.5	140.5	153.3	156.1	156.1	156.1
Other manufacturing(a)	152.8	155.4	155.4	155.4	145.4	147.9	148.0	148.0	163.0	166.0	166.0	166.0
Construction	146.7	148.3	148.3	148.3	144.6	146.0	146.0	146.0	144.0	145.1	145.1	145.1
Wholesale and retail trade	154.0	156.2	156.2	156.2	148.8	151.7	151.7	151.7	142.7	143.0	143.0	143.0
Wholesale trade	151.1	153.2	153.2	153.2	147.0	149.7	149.7	149.7	142.7	143.5	143.5	143.5
Retail trade	156.3	158.6	158.6	158.6	149.6	152.6	152.6	152.6	142.7	142.8	142.8	142.8
Transport and storage	143.8	144.9	145.0	145.0	141.5	142.6	142.6	142.6	143.3	143.9	143.9	143.9
Finance, property and business services	144.5	146.1	146.2	146.2	139.8	141.0	141.0	141.0	138.1	139.6	139.6	139.6
Community services	145.9	147.9	148.0	148.0	143.8	145.8	145.8	145.8	144.8	145.2	145.5	145.5
All industries(b)	147.4	149.3	149.4	149.4	143.7	145.5	145.6	145.6	144.8	145.8	145.9	145.9

For footnotes see end of table.

**TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES: INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE: JUNE 1985 = 100.0**

Industry (ASIC)	NT				ACT				Aust.			
	1995		1996		1995		1996		1995		1996	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Mining	144.7	144.7	144.7	144.7	..	..	..	..	145.1	146.4	146.4	146.5
Manufacturing	147.7	148.8	148.8	148.8	147.5	149.8	150.1	..	146.2	147.9	147.9	147.9
Food, beverages and tobacco	156.3	159.2	159.2	159.2	151.9	155.1	155.1	155.1	143.7	144.9	144.9	144.9
Textiles; Clothing and footwear	..	..	..	..	..	..	..	..	158.8	160.1	160.1	160.1
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	140.3	141.9	141.9	141.9
Metal products, machinery and equipment	143.8	144.2	144.2	144.2	147.1	149.0	149.2	149.2	145.6	147.3	147.4	147.4
Basic metal products	138.5	138.5	138.5	138.5	154.5	157.4	157.4	157.4	140.7	141.4	141.4	141.4
Fabricated metal products; Other machinery and equipment	149.9	149.9	149.9	149.9	146.7	148.6	148.8	148.8	148.8	151.4	151.4	151.4
Transport equipment	152.1	154.6	154.6	154.6	155.3	157.3	157.3	157.3	144.7	146.2	146.2	146.2
Other manufacturing(a)	147.4	147.4	147.4	147.4	137.9	140.5	140.5	140.5	150.3	152.5	152.5	152.5
Construction	144.9	144.9	144.9	144.9	147.0	150.6	152.3	152.3	142.1	143.8	144.0	144.0
Wholesale and retail trade	152.1	154.5	154.5	154.5	151.3	153.5	153.5	153.5	151.1	153.2	153.2	153.2
Wholesale trade	150.5	152.2	152.2	152.2	146.8	148.7	148.7	148.7	148.0	149.7	149.8	149.8
Retail trade	152.7	155.3	155.3	155.3	153.1	155.3	155.3	155.3	153.9	156.3	156.3	156.3
Transport and storage	137.8	138.2	138.4	138.4	148.6	152.7	155.1	155.1	139.4	140.3	140.4	140.4
Finance, property and business services	139.9	140.4	140.5	140.5	142.0	143.6	144.5	144.5	142.0	142.9	142.9	142.9
Community services	146.2	146.2	146.2	146.2	144.5	145.6	146.3	146.3	142.4	143.9	144.0	144.0
All industries(b)	144.6	145.0	145.1	145.1	147.6	150.5	152.1	152.1	143.8	145.3	145.4	145.4
<b>FEMALES</b>												
Manufacturing	153.5	156.1	156.1	156.1	149.8	152.4	153.0	153.0	151.2	153.0	153.0	153.0
Food, beverages and tobacco	153.5	156.1	156.1	156.1	154.8	157.9	157.9	157.9	144.3	145.7	145.8	145.8
Textiles; Clothing and footwear	..	..	..	..	162.3	165.7	165.7	165.7	160.4	161.9	161.9	161.9
Metal products, machinery and equipment	..	..	..	..	150.3	152.8	152.8	152.8	148.8	151.2	151.3	151.3
Other manufacturing(a)	..	..	..	..	153.0	156.4	156.4	156.4	152.2	154.2	154.2	154.2
Wholesale and retail trade	154.0	157.1	157.2	157.2	151.7	154.5	154.5	154.5	150.0	152.0	152.1	152.1
Wholesale trade	155.0	158.1	158.3	158.3	151.3	154.3	154.3	154.3	147.4	149.5	149.7	149.7
Retail trade	153.5	156.6	156.6	156.6	151.8	154.5	154.5	154.5	151.4	153.2	153.3	153.3
Transport and storage	144.6	145.5	145.5	145.5	146.5	149.1	150.4	150.4	140.8	142.0	142.2	142.2
Finance, property and business services	145.2	146.7	146.9	146.9	141.9	144.2	144.5	144.5	142.9	144.0	144.1	144.1
Community services	149.4	149.4	149.4	149.4	143.1	143.9	144.3	144.3	147.6	149.9	150.0	150.0
All industries(b)	148.1	149.2	149.4	149.4	147.2	149.8	151.2	151.2	147.5	149.5	149.7	149.7
<b>PERSONS</b>												
Mining	144.9	144.9	144.9	144.9	..	..	..	..	144.9	146.2	146.2	146.2
Manufacturing	148.5	149.8	149.8	149.8	148.0	150.4	150.7	150.7	147.3	149.0	149.0	149.0
Food, beverages and tobacco	155.3	158.1	158.1	158.1	153.9	157.0	157.0	157.0	143.8	145.1	145.1	145.1
Textiles; Clothing and footwear	..	..	..	..	162.3	165.7	165.7	165.7	159.9	161.3	161.3	161.3
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	141.5	143.3	143.4	143.4
Metal products, machinery and equipment	143.8	144.2	144.2	144.2	147.7	149.7	149.8	149.8	146.0	147.9	147.9	147.9
Basic metal products	138.5	138.5	138.5	138.5	154.5	157.4	157.4	157.4	140.8	141.5	141.5	141.5
Fabricated metal products; Other machinery and equipment	149.9	149.9	149.9	149.9	147.4	149.4	149.5	149.5	148.8	151.4	151.4	151.4
Transport equipment	152.1	154.6	154.6	154.6	155.3	157.3	157.3	157.3	145.5	147.1	147.2	147.2
Other manufacturing(a)	147.4	147.4	147.4	147.4	139.9	142.6	142.6	142.6	150.6	152.8	152.8	152.8
Construction	145.0	145.2	145.2	145.2	146.9	150.6	152.3	152.3	142.3	144.0	144.2	144.2
Wholesale and retail trade	152.8	155.5	155.5	155.5	151.5	153.8	153.8	153.8	150.7	152.8	152.8	152.8
Wholesale trade	152.5	154.8	154.8	154.8	147.6	149.7	149.7	149.7	147.8	149.7	149.7	149.8
Retail trade	153.0	155.7	155.7	155.7	152.5	155.0	155.0	155.0	152.9	155.1	155.1	155.1
Transport and storage	139.1	139.6	139.8	139.8	148.4	152.2	154.6	154.6	139.6	140.5	140.6	140.6
Finance, property and business services	142.4	143.4	143.6	143.6	141.9	143.9	144.5	144.5	142.5	143.5	143.5	143.5
Community services	148.2	148.2	148.2	148.2	143.9	144.9	145.4	145.4	145.2	147.0	147.2	147.2
All industries(b)	146.0	146.7	146.8	146.8	147.4	150.3	151.8	151.8	145.0	146.6	146.7	146.7

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.  
 (b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 8. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

Occupation	NSW				Vic.				Qld			
	1995		1996		1995		1996		1995		1996	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Managers and administrators	137.5	138.3	138.4	138.4	143.2	144.8	145.0	145.0	138.0	138.7	138.8	138.8
Para-professionals	137.8	138.3	138.4	138.4	143.1	143.8	144.0	144.0	140.5	141.4	141.5	141.5
Engineering etc	139.2	140.2	140.4	140.4	139.4	140.4	140.7	140.7	136.8	137.5	137.7	137.7
Police	138.6	138.6	138.6	138.6	155.4	155.4	155.4	155.4	147.0	149.0	149.0	149.0
Other para-professionals	136.5	136.9	137.0	137.0	140.5	141.3	141.5	141.5	139.9	140.6	140.7	140.7
Tradespersons	142.6	143.9	143.9	143.9	146.8	148.1	148.2	148.2	145.2	147.2	147.3	147.3
Metal	141.5	142.8	142.8	142.8	148.1	149.7	149.8	149.8	147.7	149.9	150.0	150.0
Electrical and electronic	138.2	139.1	139.1	139.1	139.2	139.7	139.7	139.7	138.6	139.8	139.8	139.8
Building	138.7	139.9	140.1	140.1	146.4	148.0	148.1	148.1	144.3	146.7	146.8	146.8
Vehicle	153.0	155.1	155.1	155.1	155.3	157.3	157.3	157.3	151.1	153.5	153.5	153.5
Other	146.7	148.0	148.0	148.0	148.2	149.5	149.5	149.5	146.2	148.3	148.7	148.7
Clerks	140.2	141.5	141.9	141.9	142.3	143.3	143.7	143.7	142.1	142.9	143.2	143.2
Salespersons and personal service workers	145.9	147.6	147.7	147.7	148.2	148.8	148.8	148.8	146.2	147.6	147.6	147.6
Labourers and related workers	140.7	141.8	141.8	141.8	147.4	149.1	149.1	149.1	148.0	149.6	149.6	149.6
Trades assistants and factory hands	142.7	144.1	144.1	144.1	149.4	151.0	151.0	151.0	147.3	149.5	149.5	149.5
Construction and mining labourers	137.8	138.7	138.7	138.7	144.7	146.1	146.1	146.1	145.1	146.3	146.3	146.3
Other labourers	140.4	141.5	141.5	141.5	146.3	148.1	148.1	148.1	149.3	150.8	150.8	150.8
All occupation groups	141.3	142.5	142.5	142.6	145.8	147.4	147.5	147.5	144.3	145.7	145.8	145.8
<b>FEMALES</b>												
Managers and administrators	144.5	146.1	146.3	146.3	148.9	151.1	151.2	151.2	149.6	151.7	151.9	151.9
Para-professionals	156.3	157.2	157.3	157.3	158.3	159.2	159.2	159.2	148.9	151.1	151.4	151.4
Registered nurses	165.0	166.1	166.1	166.1	166.8	166.8	166.8	166.8	151.5	154.1	154.5	154.5
Other para-professionals	141.9	142.7	142.8	142.8	145.9	148.0	148.1	148.1	142.5	143.8	143.9	143.9
Tradespersons	144.6	147.1	147.1	147.1	148.9	149.6	149.6	149.6	153.7	156.3	156.6	156.6
Clerks	143.8	145.8	146.2	146.2	145.2	145.8	146.1	146.1	146.2	147.9	148.1	148.1
Stenographers	142.5	144.4	144.8	144.8	144.3	144.7	144.9	144.9	145.7	147.5	147.7	147.7
Receptionists	146.3	149.1	149.8	149.8	146.2	146.8	147.1	147.1	147.1	149.1	149.2	149.2
Salespersons and personal service workers	152.1	154.7	154.8	154.8	151.7	151.9	151.9	151.9	150.8	153.1	153.1	153.1
Labourers and related workers	140.7	142.2	142.2	142.2	149.3	150.9	150.9	150.9	148.3	151.3	151.3	151.3
Trades assistants and factory hands	145.3	147.1	147.1	147.1	152.4	154.4	154.4	154.4	149.0	151.2	151.3	151.3
Cleaners	126.1	126.8	126.8	126.8	144.3	146.3	146.3	146.3	147.8	150.7	150.7	150.7
Other labourers	144.7	146.5	146.5	146.5	145.9	146.8	146.9	146.9	148.0	151.4	151.4	151.4
All occupation groups	146.1	147.8	148.1	148.1	149.3	151.3	151.5	151.5	147.7	149.7	149.8	149.8
<b>PERSONS</b>												
Managers and administrators	138.7	139.7	139.8	139.8	144.7	146.4	146.5	146.5	140.1	141.1	141.1	141.1
Para-professionals	143.2	143.9	144.0	144.0	148.1	148.8	148.9	148.9	142.8	144.1	144.2	144.2
Engineering etc	139.0	140.1	140.2	140.2	139.2	140.1	140.4	140.4	136.8	137.5	137.6	137.6
Registered nurses	165.1	166.1	166.1	166.1	163.5	163.5	163.5	163.5	152.0	154.4	154.7	154.7
Police	139.1	139.1	139.1	139.1	155.7	155.7	155.7	155.7	146.9	148.9	148.9	148.9
Other para-professionals	135.7	136.2	136.3	136.3	141.1	142.5	142.7	142.7	139.1	139.8	139.8	139.8
Tradespersons	142.8	144.1	144.2	144.2	147.0	148.3	148.3	148.3	145.9	148.0	148.1	148.1
Metal	141.7	143.0	143.0	143.0	148.1	149.8	149.9	149.9	147.7	149.9	150.0	150.0
Electrical and electronic	138.4	139.2	139.2	139.2	139.1	139.6	139.6	139.6	138.6	139.8	139.8	139.8
Building	138.8	140.0	140.2	140.2	146.4	148.0	148.1	148.1	144.5	146.9	147.0	147.0
Vehicle	153.0	155.0	155.0	155.0	154.9	156.9	156.9	156.9	151.1	153.4	153.5	153.5
Clerks	142.4	144.1	144.5	144.5	144.0	144.8	145.2	145.2	144.4	145.8	146.0	146.0
Stenographers	142.2	144.0	144.3	144.3	144.0	144.5	144.7	144.7	145.0	146.7	146.9	146.9
Receptionists	144.5	146.9	147.5	147.5	144.8	145.6	146.0	146.0	145.8	147.5	147.7	147.7
Salespersons and personal service workers	149.1	151.3	151.4	151.4	149.8	150.2	150.2	150.2	148.5	150.3	150.4	150.4
Labourers and related workers	140.7	141.9	141.9	141.9	147.9	149.5	149.5	149.5	148.0	150.0	150.0	150.0
Trades assistants and factory hands	143.4	144.8	144.8	144.8	150.2	152.0	152.0	152.0	147.5	149.7	149.8	149.8
Construction and mining labourers	137.9	138.8	138.8	138.9	145.1	146.5	146.5	146.5	145.1	146.4	146.4	146.4
Cleaners	133.9	134.7	134.7	134.7	146.6	148.9	148.9	148.9	150.0	151.6	151.6	151.6
Other labourers	142.0	143.3	143.3	143.3	145.9	147.2	147.2	147.2	148.5	150.7	150.7	150.7
All occupation groups	142.8	144.1	144.3	144.3	146.9	148.7	148.8	148.8	145.3	146.9	147.0	147.0

For footnotes see end of table.

**TABLE 8. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Occupation	SA				WA				Tas.			
	1995		1996		1995		1996		1995		1996	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Managers and administrators	144.7	145.9	145.9	145.9	139.5	140.8	140.9	140.9	137.6	138.4	138.4	138.4
Para-professionals	143.3	144.6	144.8	144.8	144.2	144.9	145.0	145.0	137.9	138.2	138.3	138.3
Engineering etc	139.5	140.4	140.5	140.5	138.6	139.6	139.7	139.7	135.2	135.2	135.2	135.2
Police	152.3	154.2	154.2	154.2	164.7	164.7	164.7	164.7	128.7	128.7	128.7	128.7
Other para-professionals	142.4	143.8	144.0	144.0	139.9	140.8	140.9	140.9	143.2	143.9	144.1	144.1
Tradespersons	149.1	151.1	151.1	151.1	142.2	143.6	143.7	143.7	143.5	144.2	144.2	144.2
Metal	149.5	152.2	152.2	152.2	145.0	146.4	146.4	146.4	143.4	144.0	144.0	144.0
Electrical and electronic	143.6	144.4	144.4	144.4	138.9	139.2	139.2	139.2	135.0	135.1	135.1	135.1
Building	148.9	150.2	150.2	150.2	140.3	142.3	142.4	142.4	148.8	149.6	149.6	149.6
Vehicle	158.0	160.4	160.4	160.4	145.5	147.4	147.4	147.4	145.4	145.8	145.8	145.8
Other	149.1	151.1	151.1	151.1	142.6	145.1	145.1	145.1	150.9	152.3	152.3	152.3
Clerks	143.5	145.3	145.7	145.7	141.7	143.6	144.1	144.1	141.3	142.8	143.4	143.4
Salespersons and personal service workers	151.2	153.1	153.1	153.1	147.5	150.9	150.9	150.9	144.8	145.4	145.4	145.4
Labourers and related workers	147.1	149.0	149.0	149.0	143.3	145.1	145.1	145.1	148.9	150.0	150.0	150.0
Trades assistants and factory hands	149.8	152.3	152.3	152.3	144.7	146.5	146.5	146.5	148.2	150.4	150.4	150.4
Construction and mining labourers	142.7	143.8	143.8	143.8	141.0	142.1	142.1	142.1	151.7	152.1	152.1	152.1
Other labourers	146.3	147.9	147.9	147.9	143.3	145.4	145.4	145.4	148.2	148.8	148.8	148.8
<i>All occupation groups</i>	<i>146.8</i>	<i>148.6</i>	<i>148.7</i>	<i>148.7</i>	<i>142.6</i>	<i>144.1</i>	<i>144.2</i>	<i>144.2</i>	<i>144.6</i>	<i>145.6</i>	<i>145.7</i>	<i>145.7</i>
<b>FEMALES</b>												
Managers and administrators	147.8	149.8	149.9	149.9	149.0	151.2	151.2	151.2	142.4	142.5	142.5	142.5
Para-professionals	150.8	153.2	153.8	153.8	148.8	151.6	151.6	151.6	153.0	153.1	153.1	153.1
Registered nurses	153.5	156.2	156.9	156.9	154.6	158.1	158.1	158.1	161.1	161.1	161.1	161.1
Other para-professionals	146.1	148.1	148.2	148.2	136.8	138.1	138.1	138.1	136.1	136.4	136.5	136.5
Tradespersons	153.9	156.4	156.4	156.4	170.0	172.9	173.0	173.0	146.2	148.6	148.6	148.6
Clerks	147.6	150.0	150.2	150.2	144.2	146.3	146.7	146.7	145.2	146.4	147.0	147.0
Stenographers	150.1	152.4	152.6	152.6	141.2	143.1	143.3	143.3	142.8	144.0	144.6	144.6
Receptionists	147.9	150.2	150.4	150.4	144.7	146.9	147.1	147.1	157.3	159.0	159.3	159.3
Salespersons and personal service workers	150.3	152.3	152.4	152.4	151.4	154.7	154.7	154.7	145.3	145.5	145.5	145.5
Labourers and related workers	147.0	149.3	149.4	149.4	144.9	148.3	148.4	148.4	143.7	144.4	144.5	144.5
Trades assistants and factory hands	151.6	154.7	154.7	154.7	147.6	149.1	149.1	149.1	148.7	151.1	151.1	151.1
Cleaners	142.8	144.9	145.3	145.3	140.1	143.2	143.5	143.5	140.7	140.9	140.9	140.9
Other labourers	144.4	146.1	146.2	146.2	145.8	149.7	149.8	149.8	143.8	144.2	144.2	144.2
<i>All occupation groups</i>	<i>148.7</i>	<i>151.0</i>	<i>151.2</i>	<i>151.2</i>	<i>146.5</i>	<i>148.9</i>	<i>149.1</i>	<i>149.1</i>	<i>145.5</i>	<i>146.2</i>	<i>146.4</i>	<i>146.4</i>
<b>PERSONS</b>												
Managers and administrators	145.5	146.9	147.0	147.0	142.1	143.7	143.8	143.8	138.3	139.0	139.0	139.0
Para-professionals	145.1	146.7	146.9	146.9	146.0	147.6	147.6	147.6	142.1	142.4	142.4	142.4
Engineering etc	139.6	140.5	140.6	140.6	138.5	139.5	139.6	139.6	135.2	135.3	135.3	135.3
Registered nurses	153.4	155.8	156.4	156.4	153.1	156.2	156.2	156.2	161.5	161.5	161.5	161.5
Police	152.4	154.3	154.3	154.3	164.7	164.7	164.7	164.7	128.8	128.8	128.8	128.8
Other para-professionals	142.5	144.0	144.2	144.2	138.5	139.5	139.6	139.6	138.4	139.2	139.5	139.5
Tradespersons	149.3	151.3	151.3	151.3	144.1	145.7	145.7	145.7	143.6	144.2	144.2	144.2
Metal	149.6	152.2	152.2	152.2	145.1	146.5	146.5	146.5	143.6	144.3	144.3	144.3
Electrical and electronic	143.5	144.3	144.3	144.3	138.9	139.3	139.3	139.3	135.0	135.1	135.1	135.1
Building	149.2	150.5	150.5	150.5	140.4	142.4	142.5	142.5	148.8	149.6	149.6	149.6
Vehicle	158.1	160.5	160.5	160.5	145.5	147.3	147.3	147.3	145.4	145.8	145.8	145.8
Clerks	145.8	148.0	148.3	148.3	143.1	145.1	145.5	145.5	143.2	144.5	144.1	144.1
Stenographers	149.4	151.7	151.8	151.8	141.3	143.1	143.3	143.3	142.4	143.5	144.1	144.1
Receptionists	146.5	148.6	148.9	148.9	143.8	145.9	146.3	146.3	151.4	153.0	153.4	153.4
Salespersons and personal service workers	150.8	152.7	152.8	152.8	149.6	152.9	152.9	152.9	145.0	145.5	145.5	145.5
Labourers and related workers	147.1	149.1	149.1	149.1	143.7	145.8	145.8	145.8	147.8	148.8	148.8	148.8
Trades assistants and factory hands	150.2	152.8	152.9	152.9	145.0	146.8	146.8	146.8	148.2	150.5	150.5	150.5
Construction and mining labourers	142.2	143.3	143.3	143.3	141.0	142.1	142.1	142.1	151.5	152.1	152.1	152.1
Cleaners	144.5	146.0	146.2	146.2	142.2	144.8	144.9	144.9	145.9	146.2	146.2	146.2
Other labourers	145.9	147.7	147.8	147.8	144.1	146.7	146.7	146.7	146.5	147.0	147.0	147.0
<i>All occupation groups</i>	<i>147.4</i>	<i>149.3</i>	<i>149.4</i>	<i>149.4</i>	<i>143.7</i>	<i>145.5</i>	<i>145.6</i>	<i>145.6</i>	<i>144.8</i>	<i>145.8</i>	<i>145.9</i>	<i>145.9</i>

For footnotes see end of table.



**TABLE 8. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Occupation	NT				ACT				Aust.			
	1995		1996		1995		1996		1995		1996	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Managers and administrators	141.1	141.2	141.2	141.2	148.8	152.6	154.8	154.8	140.5	141.7	141.9	141.9
Para-professionals	144.5	144.7	144.8	144.8	148.6	150.6	151.8	151.8	141.1	141.9	142.0	142.0
Engineering etc	137.3	137.4	137.6	137.6	146.6	150.4	152.9	152.9	139.0	140.0	140.2	140.2
Police	151.9	151.9	151.9	151.9	152.3	152.3	152.3	152.3	148.0	148.5	148.5	148.5
Other para-professionals	145.7	146.4	146.7	146.7	147.0	149.3	150.8	150.8	139.6	140.3	140.5	140.5
Tradespersons	146.7	147.2	147.2	147.2	149.0	152.1	153.4	153.4	144.8	146.3	146.3	146.3
Metal	147.6	147.6	147.6	147.6	150.2	154.1	156.3	156.3	145.4	147.0	147.1	147.1
Electrical and electronic	142.7	142.8	142.8	142.8	143.7	145.7	146.6	146.6	139.0	139.8	139.8	139.8
Building	141.8	141.8	141.8	141.8	144.4	147.9	149.7	149.7	143.1	144.7	144.8	144.8
Vehicle	149.3	150.4	150.4	150.4	159.2	162.5	163.3	163.3	153.0	155.1	155.1	155.1
Other	153.6	155.6	155.7	155.7	148.7	152.0	153.4	153.4	147.2	148.7	148.8	148.8
Clerks	141.1	141.8	142.2	142.2	149.4	153.3	155.9	155.9	142.0	143.4	143.9	143.9
Salespersons and personal service workers	151.6	154.4	154.4	154.4	149.1	151.5	152.1	152.1	147.3	148.8	148.8	148.8
Labourers and related workers	144.7	145.2	145.2	145.2	143.6	146.3	147.0	147.0	144.7	146.2	146.2	146.2
Trades assistants and factory hands	144.9	145.1	145.1	145.1	145.5	148.4	149.3	149.3	146.3	148.0	148.1	148.1
Construction and mining labourers	142.6	142.8	142.9	142.9	140.6	143.4	143.9	143.9	141.5	142.6	142.6	142.6
Other labourers	145.8	146.8	146.8	146.8	144.1	146.7	147.6	147.6	144.6	146.1	146.1	146.1
<i>All occupation groups</i>	<i>144.6</i>	<i>145.0</i>	<i>145.1</i>	<i>145.1</i>	<i>147.6</i>	<i>150.5</i>	<i>152.1</i>	<i>152.1</i>	<i>143.8</i>	<i>145.3</i>	<i>145.4</i>	<i>145.4</i>
<b>FEMALES</b>												
Managers and administrators	150.8	151.8	151.8	151.8	150.4	153.3	154.6	154.6	147.2	149.2	149.4	149.4
Para-professionals	154.5	154.5	154.5	154.5	153.7	154.3	154.6	154.6	154.1	155.5	155.6	155.6
Registered nurses	156.2	156.2	156.2	156.2	161.1	161.1	161.1	161.1	160.4	161.8	161.9	161.9
Other para-professionals	149.0	149.0	149.0	149.0	147.1	148.1	148.8	148.8	143.0	144.3	144.4	144.4
Tradespersons	136.4	136.8	136.8	136.8	146.2	147.4	147.5	147.5	149.6	151.6	151.7	151.7
Clerks	145.2	146.7	147.2	147.2	148.5	152.2	154.3	154.3	145.1	146.8	147.2	147.2
Stenographers	148.1	150.1	150.6	150.6	151.8	156.0	158.7	158.7	144.7	146.2	146.6	146.6
Receptionists	147.6	149.2	150.1	150.1	146.5	149.9	151.5	151.5	146.7	148.7	149.2	149.2
Salespersons and personal service workers	150.6	152.4	152.4	152.4	152.0	154.4	154.6	154.6	151.4	153.3	153.4	153.4
Labourers and related workers	147.3	149.6	149.6	149.6	146.8	148.7	149.1	149.1	145.4	147.4	147.4	147.4
Trades assistants and factory hands	148.5	149.7	149.7	149.7	150.4	152.5	152.5	152.5	149.2	151.2	151.3	151.3
Cleaners	142.3	143.5	143.5	143.5	132.5	132.5	132.5	132.5	135.9	137.4	137.5	137.5
Other labourers	149.8	152.8	152.8	152.8	154.4	157.9	159.8	159.8	145.8	147.9	147.9	147.9
<i>All occupation groups</i>	<i>148.1</i>	<i>149.2</i>	<i>149.4</i>	<i>149.4</i>	<i>147.2</i>	<i>149.8</i>	<i>151.2</i>	<i>151.2</i>	<i>147.5</i>	<i>149.5</i>	<i>149.7</i>	<i>149.7</i>
<b>PERSONS</b>												
Managers and administrators	142.8	143.1	143.1	143.1	148.9	152.7	154.8	154.8	141.8	143.2	143.4	143.4
Para-professionals	148.9	149.0	149.0	149.0	149.9	151.5	152.5	152.5	145.1	146.0	146.2	146.2
Engineering etc	137.4	137.6	137.7	137.7	146.5	150.2	152.7	152.7	138.9	139.8	140.1	140.1
Registered nurses	156.3	156.3	156.3	156.3	162.7	162.7	162.7	162.7	159.5	160.9	161.0	161.0
Police	152.1	152.1	152.1	152.1	152.4	152.4	152.4	152.4	148.1	148.5	148.5	148.5
Other para-professionals	145.6	146.0	146.2	146.2	145.0	147.3	148.8	148.8	138.9	139.9	140.1	140.1
Tradespersons	146.6	147.0	147.0	147.0	148.8	151.8	153.0	153.0	145.2	146.7	146.8	146.8
Metal	147.6	147.6	147.6	147.6	150.2	154.1	156.2	156.2	145.5	147.1	147.2	147.2
Electrical and electronic	142.5	142.5	142.5	142.5	143.3	145.0	145.8	145.8	139.1	139.8	139.8	139.8
Building	141.8	141.8	141.8	141.8	144.4	147.9	149.7	149.7	143.2	144.8	144.9	144.9
Vehicle	149.3	150.4	150.4	150.4	159.0	162.3	163.1	163.1	152.9	155.0	155.0	155.0
Clerks	143.9	145.1	145.6	145.6	148.9	152.7	155.0	155.0	143.8	145.4	145.8	145.8
Stenographers	147.6	149.5	149.9	149.9	151.4	155.5	158.1	158.1	144.3	145.7	146.1	146.1
Receptionists	145.7	147.1	147.8	147.8	147.9	151.6	153.6	153.6	145.3	147.1	147.6	147.6
Salespersons and personal service workers	150.8	152.8	152.8	152.8	150.4	152.8	153.2	153.2	149.3	151.0	151.1	151.1
Labourers and related workers	145.6	146.7	146.7	146.7	143.8	146.5	147.2	147.2	144.9	146.4	146.5	146.5
Trades assistants and factory hands	145.3	145.6	145.6	145.6	146.3	149.0	149.8	149.8	147.0	148.8	148.8	148.8
Construction and mining labourers	143.1	143.5	143.5	143.5	140.6	143.4	143.9	143.9	141.7	142.8	142.8	142.8
Cleaners	142.6	143.4	143.4	143.4	138.2	139.8	139.9	139.9	141.9	143.4	143.4	143.4
Other labourers	148.0	149.9	149.9	149.9	149.0	152.3	153.8	153.8	144.9	146.6	146.6	146.6
<i>All occupation groups</i>	<i>146.0</i>	<i>146.7</i>	<i>146.8</i>	<i>146.8</i>	<i>147.4</i>	<i>150.3</i>	<i>151.8</i>	<i>151.8</i>	<i>145.0</i>	<i>146.6</i>	<i>146.7</i>	<i>146.7</i>

Note: Statistics covering a more detailed occupation classification may be available on request. See paragraph 32 of the Explanatory Notes.



**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

Industry (ASIC)	NSW				Vic.				Qld			
	1995			Nov.	1996			Nov.	1995			Nov.
	Nov.	Sept.	Oct.		Nov.	Sept.	Oct.		Nov.	Sept.	Oct.	
MALES												
Mining	152.1	154.3	154.2	154.3	138.9	139.5	139.5	139.5	147.8	149.3	149.3	149.3
Manufacturing	144.3	145.6	145.6	145.6	149.7	151.2	151.2	151.2	148.6	150.9	151.0	151.0
Food, beverages and tobacco	144.5	144.9	144.9	144.9	146.2	147.5	147.5	147.5	146.6	148.6	148.6	148.6
Textiles; Clothing and footwear	165.5	167.0	167.0	167.0	157.2	158.3	158.3	158.3	161.5	164.8	164.8	164.8
Chemicals, petroleum, coal	138.8	140.0	140.0	140.0	145.6	148.0	148.1	148.1	140.8	142.1	142.1	142.1
Metal products, machinery and equipment	141.5	142.9	142.9	142.9	148.7	150.2	150.3	150.3	151.5	154.1	154.1	154.1
Basic metal products	134.2	134.6	134.6	134.6	151.4	152.4	152.4	152.4	138.4	138.5	138.5	138.5
Fabricated metal products; Other machinery and equipment	145.4	147.5	147.5	147.5	152.2	154.6	154.6	154.6	154.6	158.3	158.3	158.3
Transport equipment	142.5	143.7	143.7	143.7	145.2	146.2	146.4	146.4	152.9	154.3	154.3	154.3
Other manufacturing(a)	148.8	150.8	150.8	150.8	155.5	157.6	157.6	157.6	147.1	149.8	149.8	149.8
Construction	139.0	140.7	140.8	140.8	142.9	144.6	144.8	144.8	145.6	147.8	148.0	148.0
Wholesale and retail trade	155.0	157.3	157.3	157.3	156.1	157.8	157.9	157.9	152.8	155.1	155.1	155.1
Wholesale trade	149.2	151.1	151.1	151.2	153.3	155.0	155.0	155.0	148.6	150.2	150.2	150.2
Retail trade	161.2	164.0	164.0	164.0	158.7	160.6	160.6	160.6	155.8	158.4	158.4	158.4
Transport and storage	136.0	137.0	137.0	137.0	140.7	141.5	141.6	141.6	149.8	150.3	150.3	150.3
Finance, property and business services	142.9	143.8	143.9	143.9	145.1	145.7	145.8	145.8	145.9	146.7	146.8	146.8
Community services	139.6	140.2	140.3	140.3	144.9	148.8	149.1	149.1	144.7	145.7	145.8	145.8
All industries(b)	142.4	143.6	143.7	143.7	146.9	148.5	148.7	148.7	147.1	148.6	148.7	148.7
FEMALES												
Manufacturing	150.8	152.9	152.9	152.9	155.5	156.7	156.8	156.8	155.1	157.7	157.9	157.9
Food, beverages and tobacco	143.2	143.9	143.9	143.9	150.0	151.3	151.4	151.4	152.8	155.3	155.3	155.3
Textiles; Clothing and footwear	166.0	168.4	168.4	168.4	158.7	159.6	159.6	159.6	164.5	167.9	167.9	167.9
Metal products, machinery and equipment	147.2	149.9	149.9	149.9	153.4	155.4	155.4	155.4	153.0	156.0	156.0	156.0
Other manufacturing(a)	151.8	154.2	154.2	154.2	158.7	160.0	160.0	160.0	153.2	156.1	156.1	156.1
Wholesale and retail trade	152.3	154.7	154.9	154.9	154.9	155.3	155.3	155.3	158.7	161.8	161.8	161.8
Wholesale trade	150.1	152.7	153.0	153.0	154.6	155.2	155.3	155.3	156.4	159.5	159.5	159.5
Retail trade	154.1	156.4	156.5	156.5	155.0	155.3	155.4	155.4	159.4	162.5	162.6	162.6
Transport and storage	139.0	140.4	140.5	140.5	147.7	148.5	148.7	148.7	143.8	144.7	144.7	144.7
Finance, property and business services	146.5	148.1	148.2	148.2	148.7	148.9	148.9	148.9	151.4	153.0	153.0	153.0
Community services	149.9	151.2	151.3	151.3	149.5	154.7	154.7	154.7	148.8	150.9	151.0	151.0
All industries(b)	148.7	150.6	150.8	150.8	150.9	153.1	153.2	153.2	151.7	153.8	153.9	153.9
PERSONS												
Mining	151.8	153.9	153.8	153.9	139.5	140.1	140.1	140.1	147.6	149.1	149.1	149.1
Manufacturing	145.6	147.1	147.1	147.1	151.2	152.6	152.7	152.7	149.6	152.0	152.1	152.1
Food, beverages and tobacco	144.2	144.7	144.7	144.7	146.9	148.2	148.2	148.2	147.7	149.8	149.8	149.8
Textiles; Clothing and footwear	165.8	167.9	167.9	167.9	158.2	159.2	159.2	159.2	163.5	166.9	166.9	166.9
Chemicals, petroleum, coal	142.1	143.8	143.9	143.9	146.3	148.5	148.6	148.6	143.0	144.5	144.5	144.5
Metal products, machinery and equipment	142.3	143.8	143.8	143.8	149.6	151.1	151.2	151.2	151.6	154.3	154.3	154.3
Basic metal products	134.0	134.3	134.3	134.3	151.7	152.6	152.6	152.6	139.4	139.7	139.7	139.7
Fabricated metal products; Other machinery and equipment	146.2	148.5	148.5	148.5	152.6	154.9	155.0	155.0	154.4	158.1	158.1	158.1
Transport equipment	142.8	144.0	144.0	144.0	146.5	147.7	147.9	147.9	153.0	154.5	154.5	154.5
Other manufacturing(a)	149.4	151.5	151.5	151.5	156.1	158.0	158.0	158.0	147.9	150.6	150.6	150.6
Construction	139.6	141.3	141.4	141.4	143.0	144.6	144.8	144.8	146.0	148.3	148.4	148.4
Wholesale and retail trade	154.0	156.4	156.4	156.4	155.7	157.0	157.1	157.1	154.7	157.2	157.2	157.2
Wholesale trade	149.5	151.6	151.7	151.8	153.6	155.0	155.1	155.1	150.4	152.4	152.4	152.4
Retail trade	158.5	161.0	161.1	161.1	157.3	158.6	158.6	158.6	157.1	159.9	159.9	159.9
Transport and storage	136.5	137.5	137.6	137.6	141.6	142.5	142.6	142.6	149.4	149.9	149.9	149.9
Finance, property and business services	144.5	145.7	145.8	145.8	147.0	147.4	147.4	147.4	148.6	149.8	149.8	149.8
Community services	145.3	146.3	146.4	146.4	147.3	151.9	152.1	152.1	146.9	148.5	148.6	148.6
All industries(b)	144.3	145.7	145.9	145.9	148.2	150.0	150.1	150.1	148.5	150.2	150.3	150.3

For footnotes see end of table.

**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Industry (ASIC)	SA			WA				Tas.				
	1995		1996	1995		1996		1995	1996			
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Mining	140.7	141.1	141.1	141.1	134.5	134.9	134.9	134.9	139.0	139.0	139.0	139.0
Manufacturing	151.0	153.9	153.9	153.9	146.0	147.9	147.9	147.9	150.6	153.0	153.0	153.0
Food, beverages and tobacco	153.4	155.9	155.9	155.9	143.5	145.6	145.6	145.6	149.6	150.5	150.5	150.5
Textiles; Clothing and footwear	162.3	164.3	164.3	164.3	166.9	170.0	170.0	170.0	157.2	157.6	157.6	157.6
Chemicals, petroleum, coal	163.7	167.0	167.0	167.0	136.5	136.6	136.6	136.6	139.9	139.9	139.9	139.9
Metal products, machinery and equipment	148.9	152.0	152.0	152.0	148.1	149.6	149.6	149.6	144.1	144.5	144.5	144.5
Basic metal products	149.6	152.3	152.4	152.4	148.1	148.5	148.5	148.5	143.4	143.5	143.5	143.5
Fabricated metal products; Other machinery and equipment	151.5	154.4	154.4	154.4	151.6	154.5	154.5	154.5	138.6	139.4	139.4	139.4
Transport equipment	146.9	150.3	150.3	150.3	139.6	140.2	140.2	140.2	155.7	158.4	158.4	158.4
Other manufacturing(a)	153.0	155.6	155.6	155.6	146.3	148.8	148.9	148.9	163.2	166.2	166.2	166.2
Construction	147.7	149.3	149.3	149.3	144.9	146.3	146.3	146.3	144.3	145.4	145.4	145.4
Wholesale and retail trade	159.6	161.9	161.9	161.9	150.5	153.5	153.5	153.5	147.8	148.3	148.3	148.3
Wholesale trade	153.4	155.5	155.5	155.5	148.8	151.4	151.4	151.4	144.6	145.6	145.6	145.6
Retail trade	166.1	168.6	168.6	168.6	151.4	154.6	154.6	154.6	150.0	150.2	150.2	150.2
Transport and storage	143.5	144.6	144.6	144.6	141.4	142.4	142.4	142.4	144.0	144.7	144.7	144.7
Finance, property and business services	142.2	143.5	143.5	143.5	139.8	140.9	140.9	140.9	137.4	138.9	138.9	138.9
Community services	145.3	146.8	146.8	146.8	144.7	146.5	146.5	146.5	146.7	147.3	147.8	147.8
All industries(b)	148.0	149.8	149.9	149.9	143.6	145.2	145.3	145.3	145.8	146.8	147.0	147.0
<b>FEMALES</b>												
Manufacturing	153.0	155.9	155.9	155.9	151.4	153.7	153.7	153.7	157.2	159.4	159.4	159.4
Food, beverages and tobacco	149.7	152.2	152.3	152.3	144.5	145.7	145.7	145.7	154.6	157.4	157.4	157.4
Textiles; Clothing and footwear	165.1	168.4	168.4	168.4	165.5	168.9	168.9	168.9	167.3	168.1	168.1	168.1
Metal products, machinery and equipment	153.7	156.9	156.9	156.9	153.1	156.1	156.2	156.2	151.1	154.3	154.3	154.3
Other manufacturing(a)	154.2	157.0	157.0	157.0	153.6	156.7	156.7	156.7	..	..	..	..
Wholesale and retail trade	158.5	160.9	160.9	160.9	158.4	161.7	161.7	161.7	149.3	149.3	149.3	149.3
Wholesale trade	159.8	162.5	162.5	162.5	153.8	157.0	157.0	157.0	147.6	147.6	147.6	147.6
Retail trade	158.1	160.3	160.3	160.3	159.7	162.9	162.9	162.9	149.6	149.6	149.6	149.6
Transport and storage	148.6	150.7	151.6	151.6	148.7	151.0	151.0	151.0	148.1	148.3	148.4	148.4
Finance, property and business services	152.3	154.4	154.5	154.5	140.7	142.0	142.0	142.0	140.1	141.6	141.6	141.6
Community services	147.4	149.8	150.0	150.0	146.7	149.8	149.8	149.8	144.3	144.5	144.7	144.7
All industries(b)	151.1	153.5	153.6	153.6	149.0	151.6	151.8	151.8	147.3	148.0	148.3	148.3
<b>PERSONS</b>												
Mining	142.3	142.8	142.8	142.8	134.4	134.8	134.8	134.8	139.0	139.0	139.0	139.0
Manufacturing	151.5	154.4	154.4	154.4	146.9	148.8	148.8	148.8	151.4	153.7	153.7	153.7
Food, beverages and tobacco	151.7	154.2	154.2	154.2	143.7	145.6	145.6	145.6	150.8	152.1	152.1	152.1
Textiles; Clothing and footwear	164.3	167.2	167.2	167.2	165.5	168.9	168.9	168.9	161.1	161.6	161.6	161.6
Chemicals, petroleum, coal	161.3	164.3	164.3	164.3	136.7	136.9	136.9	136.9	139.9	139.9	139.9	139.9
Metal products, machinery and equipment	149.6	152.7	152.8	152.8	148.5	150.2	150.2	150.2	144.3	144.7	144.7	144.7
Basic metal products	150.2	153.0	153.0	153.0	148.2	148.8	148.8	148.8	143.4	143.5	143.5	143.5
Fabricated metal products; Other machinery and equipment	152.1	155.0	155.0	155.0	152.0	154.9	154.9	154.9	138.6	139.4	139.4	139.4
Transport equipment	147.8	151.2	151.2	151.2	140.2	140.9	140.9	140.9	154.9	157.7	157.7	157.7
Other manufacturing(a)	153.2	155.9	155.9	155.9	146.8	149.3	149.4	149.4	163.2	166.2	166.2	166.2
Construction	147.9	149.5	149.5	149.5	145.2	146.6	146.6	146.6	144.3	145.4	145.4	145.4
Wholesale and retail trade	159.2	161.5	161.5	161.5	152.9	155.9	155.9	155.9	148.3	148.7	148.7	148.7
Wholesale trade	154.7	157.0	157.0	157.0	149.8	152.6	152.6	152.6	145.2	146.0	146.0	146.0
Retail trade	162.6	165.0	165.0	165.0	154.2	157.4	157.4	157.4	149.9	149.9	149.9	149.9
Transport and storage	144.1	145.2	145.4	145.4	142.2	143.3	143.4	143.4	144.5	145.2	145.2	145.2
Finance, property and business services	147.4	149.1	149.2	149.2	140.3	141.5	141.5	141.5	138.1	139.6	139.6	139.6
Community services	146.3	148.2	148.4	148.4	145.9	148.3	148.4	148.4	145.5	145.9	146.2	146.2
All industries(b)	148.9	150.9	151.0	151.0	145.2	147.1	147.2	147.2	146.2	147.1	147.3	147.3

For footnotes see end of table.

**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Industry (ASIC)	NT				ACT				Aust.			
	1995		1996		1995		1996		1995		1996	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Mining	144.7	144.7	144.7	144.7	..	..	..	..	145.5	146.8	146.8	146.8
Manufacturing	150.2	151.3	151.3	151.3	147.8	150.1	150.4	150.4	147.6	149.3	149.3	149.3
Food, beverages and tobacco	164.3	167.4	167.4	167.4	151.9	155.1	155.1	155.1	146.1	147.3	147.3	147.3
Textiles; Clothing and footwear	..	..	..	..	..	..	..	..	159.4	160.7	160.7	160.7
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	141.6	143.2	143.3	143.3
Metal products, machinery and equipment	143.8	144.2	144.2	144.2	147.1	149.0	149.2	149.2	146.1	147.9	148.0	148.0
Basic metal products	138.5	138.5	138.5	138.5	154.5	157.4	157.4	157.4	141.0	141.7	141.7	141.7
Fabricated metal products; Other machinery and equipment	149.9	149.9	149.9	149.9	146.7	148.6	148.8	148.8	149.5	152.1	152.1	152.1
Transport equipment	152.1	154.6	154.6	154.6	155.3	157.3	157.3	157.3	145.3	146.8	146.9	146.9
Other manufacturing(a)	147.4	147.4	147.4	147.4	137.9	140.5	140.5	140.5	151.4	153.7	153.7	153.7
Construction	145.0	145.0	145.0	145.0	144.2	147.5	148.7	148.7	142.7	144.3	144.5	144.5
Wholesale and retail trade	153.9	156.2	156.2	156.2	152.0	154.1	154.1	154.1	154.8	157.0	157.0	157.0
Wholesale trade	152.8	154.5	154.5	154.5	147.0	148.9	148.9	148.9	150.6	152.5	152.5	152.5
Retail trade	154.2	156.8	156.8	156.8	153.8	156.1	156.1	156.1	158.5	160.9	160.9	160.9
Transport and storage	138.9	139.3	139.5	139.5	149.0	153.0	155.5	155.5	141.0	141.9	142.1	142.1
Finance, property and business services	140.5	141.0	141.1	141.1	142.5	144.1	145.0	145.0	143.3	144.2	144.3	144.3
Community services	150.5	150.5	150.5	150.5	146.2	147.4	148.2	148.2	143.3	145.0	145.2	145.2
All industries(b)	145.7	146.3	146.4	146.4	148.2	151.1	152.7	152.7	145.2	146.7	146.8	146.8
<b>FEMALES</b>												
Manufacturing	153.5	156.1	156.1	156.1	151.0	153.7	154.4	154.4	153.6	155.4	155.5	155.5
Food, beverages and tobacco	153.5	156.1	156.1	156.1	154.8	157.9	157.9	157.9	147.7	149.2	149.2	149.2
Textiles; Clothing and footwear	..	..	..	..	162.3	165.7	165.7	165.7	161.0	162.4	162.4	162.4
Metal products, machinery and equipment	..	..	..	..	153.8	156.9	156.9	156.9	151.2	153.6	153.6	153.6
Other manufacturing(a)	..	..	..	..	161.0	164.6	164.6	164.6	155.0	157.1	157.1	157.1
Wholesale and retail trade	161.0	164.3	164.4	164.4	153.5	156.3	156.3	156.3	155.0	157.1	157.1	157.1
Wholesale trade	162.6	165.9	166.1	166.1	153.2	156.3	156.3	156.3	152.9	155.2	155.3	155.3
Retail trade	160.2	163.5	163.5	163.5	153.5	156.3	156.3	156.3	156.1	158.1	158.1	158.1
Transport and storage	149.7	150.6	150.6	150.6	150.5	153.1	154.4	154.4	143.4	144.7	144.9	144.9
Finance, property and business services	148.7	150.2	150.4	150.4	146.1	148.5	148.8	148.8	147.6	148.8	148.8	148.8
Community services	150.9	150.9	150.9	150.9	143.5	144.3	144.8	144.8	148.8	151.3	151.4	151.4
All industries(b)	150.9	152.3	152.5	152.5	148.2	150.8	152.2	152.2	149.9	152.0	152.2	152.2
<b>PERSONS</b>												
Mining	144.9	144.9	144.9	144.9	..	..	..	..	145.4	146.7	146.7	146.7
Manufacturing	150.6	152.0	152.0	152.0	148.5	150.8	151.2	151.2	148.9	150.6	150.7	150.7
Food, beverages and tobacco	160.6	163.5	163.5	163.5	153.9	157.0	157.0	157.0	146.5	147.7	147.8	147.8
Textiles; Clothing and footwear	..	..	..	..	162.3	165.7	165.7	165.7	160.4	161.8	161.9	161.9
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	143.8	145.6	145.7	145.7
Metal products, machinery and equipment	143.8	144.2	144.2	144.2	147.7	149.7	149.9	149.9	146.9	148.7	148.8	148.8
Basic metal products	138.5	138.5	138.5	138.5	154.5	157.4	157.4	157.4	141.2	141.9	141.9	141.9
Fabricated metal products; Other machinery and equipment	149.9	149.9	149.9	149.9	147.3	149.3	149.5	149.5	149.9	152.5	152.5	152.5
Transport equipment	152.1	154.6	154.6	154.6	155.3	157.3	157.3	157.3	146.2	147.8	147.9	147.9
Other manufacturing(a)	147.4	147.4	147.4	147.4	141.0	143.7	143.7	143.7	152.1	154.3	154.3	154.3
Construction	145.6	145.8	145.8	145.8	144.3	147.6	148.9	148.9	143.0	144.7	144.9	144.9
Wholesale and retail trade	156.5	159.2	159.3	159.3	152.5	154.9	154.9	154.9	154.9	157.0	157.0	157.0
Wholesale trade	157.1	159.5	159.5	159.5	148.1	150.3	150.3	150.3	151.3	153.2	153.3	153.3
Retail trade	156.3	159.1	159.1	159.1	153.7	156.2	156.2	156.2	157.6	159.8	159.8	159.8
Transport and storage	141.0	141.5	141.7	141.7	149.1	153.0	155.4	155.4	141.3	142.3	142.4	142.4
Finance, property and business services	144.4	145.4	145.5	145.5	144.7	146.8	147.4	147.4	145.4	146.4	146.5	146.5
Community services	150.8	150.8	150.8	150.8	145.0	146.0	146.6	146.6	146.3	148.4	148.5	148.5
All industries(b)	147.7	148.5	148.6	148.6	148.2	151.0	152.6	152.6	146.6	148.3	148.5	148.5

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.  
(b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 10. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : INDUSTRY (ANZSIC), AUSTRALIA  
BASE : JUNE 1985 = 100.0**

Industry (ANZSIC)	1995					1996							
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>MALES</b>													
Mining	145.1	145.2	145.2	145.3	145.3	145.3	145.4	145.4	146.4	146.4	146.4	146.4	146.5
Manufacturing	146.2	146.3	146.3	146.4	146.5	146.7	147.5	147.7	147.7	147.8	147.8	147.9	147.9
Electricity, gas and water	137.1	137.1	137.2	137.2	137.3	137.3	137.4	137.5	137.5	137.5	137.5	137.6	137.6
Construction	142.1	142.1	142.2	142.3	143.0	143.1	143.5	143.7	143.8	143.8	143.8	144.0	144.0
Wholesale trade	148.0	148.0	148.1	148.1	148.5	148.9	149.5	149.7	149.7	149.7	149.7	149.8	149.8
Retail trade	153.9	154.0	154.0	154.0	155.0	155.3	155.8	156.0	156.2	156.3	156.3	156.3	156.3
Accommodation, cafes and restaurants	151.4	151.6	151.7	151.7	152.3	152.9	153.1	153.1	153.1	153.2	154.3	154.4	154.4
Transport and storage	139.4	139.4	139.5	139.5	139.6	139.9	139.9	140.2	140.2	140.2	140.2	140.3	140.3
Communication services	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9
Finance and insurance	140.3	140.5	140.5	140.5	140.5	140.5	140.5	140.6	141.0	141.0	141.0	141.0	141.0
Property and business services	144.6	144.6	144.9	144.9	145.3	145.5	145.7	145.9	145.9	145.9	146.0	146.4	146.4
Government administration and defence	143.2	143.2	144.0	144.0	144.6	144.7	144.9	144.9	145.0	145.0	145.0	145.8	145.8
Education	140.6	140.7	140.7	140.7	142.4	142.4	142.5	142.6	142.6	142.6	142.7	142.7	142.7
Health and community services	142.9	142.9	143.1	143.1	143.2	143.2	143.4	143.5	143.9	144.0	144.0	144.2	144.2
Cultural and recreational services	139.7	139.7	140.0	140.0	140.4	140.5	140.7	140.7	141.5	141.6	141.6	142.0	142.0
Personal and other services	146.1	146.1	146.1	146.1	146.2	146.2	146.4	146.4	146.5	146.5	146.6	146.8	146.8
All industries(a)	143.8	143.9	144.0	144.0	144.4	144.6	144.9	145.1	145.2	145.2	145.3	145.4	145.4
<b>FEMALES</b>													
Mining	141.4	141.4	141.4	141.4	141.4	141.6	141.9	141.9	142.1	142.1	142.1	142.1	142.1
Manufacturing	151.2	151.3	151.3	151.3	151.6	152.0	152.7	152.9	153.0	153.0	153.0	153.0	153.0
Electricity, gas and water	136.2	136.2	136.3	136.3	136.3	136.3	136.4	136.4	136.5	136.5	136.5	136.5	136.5
Construction	144.1	144.1	144.4	144.4	144.6	145.4	145.9	146.2	146.4	146.4	146.4	146.7	146.7
Wholesale trade	147.4	147.5	147.6	147.6	147.8	148.7	149.4	149.5	149.5	149.5	149.5	149.7	149.7
Retail trade	151.4	151.4	151.4	151.4	151.6	152.2	152.9	153.1	153.2	153.2	153.2	153.3	153.3
Accommodation, cafes and restaurants	153.5	153.7	153.9	153.9	154.8	155.3	156.1	156.1	156.2	156.2	156.8	157.4	157.4
Transport and storage	140.8	140.8	140.9	140.9	141.1	141.2	141.2	141.7	142.0	142.0	142.0	142.2	142.2
Communication services	138.6	138.6	138.6	138.6	138.6	138.6	138.6	138.6	138.6	138.6	138.6	138.6	138.6
Finance and insurance	142.8	142.9	142.9	142.9	142.9	143.2	143.3	143.3	143.7	143.7	143.7	143.7	143.7
Property and business services	143.4	143.4	143.6	143.6	143.7	144.3	144.7	144.8	145.0	145.0	145.0	145.2	145.2
Government administration and defence	147.3	147.4	148.6	148.6	150.0	150.0	150.1	150.1	150.2	150.2	150.2	151.9	151.9
Education	144.6	144.7	144.7	144.7	147.5	147.5	147.5	147.7	147.8	147.8	147.8	147.9	147.9
Health and community services	150.6	150.7	151.1	151.1	151.3	151.5	151.7	151.9	152.2	152.3	152.4	152.4	152.4
Cultural and recreational services	142.1	142.1	142.3	142.3	142.6	142.7	143.2	143.2	143.3	143.3	143.3	143.7	143.7
Personal and other services	147.8	147.8	148.2	148.4	148.5	148.9	149.4	149.4	149.8	149.8	149.8	149.9	149.9
All industries(a)	147.5	147.6	147.8	147.8	148.5	148.8	149.1	149.3	149.4	149.4	149.5	149.7	149.7
<b>PERSONS</b>													
Mining	144.9	145.0	145.0	145.1	145.1	145.1	145.2	145.2	146.2	146.2	146.2	146.2	146.2
Manufacturing	147.3	147.4	147.4	147.4	147.7	147.8	148.7	148.8	148.9	148.9	149.0	149.0	149.0
Electricity, gas and water	137.1	137.1	137.2	137.2	137.2	137.2	137.3	137.4	137.5	137.5	137.5	137.5	137.5
Construction	142.3	142.3	142.4	142.4	143.1	143.3	143.7	143.8	144.0	144.0	144.0	144.2	144.2
Wholesale trade	147.8	147.9	148.0	148.0	148.3	148.9	149.4	149.6	149.7	149.7	149.7	149.7	149.8
Retail trade	152.9	153.0	153.0	153.0	153.6	154.1	154.7	154.9	155.1	155.1	155.1	155.1	155.1
Accommodation, cafes and restaurants	152.3	152.6	152.7	152.7	153.5	154.0	154.5	154.5	154.6	154.6	155.5	155.8	155.8
Transport and storage	139.6	139.6	139.6	139.6	139.7	140.0	140.1	140.4	140.5	140.5	140.5	140.6	140.6
Communication services	135.7	135.7	135.7	135.7	135.7	135.7	135.7	135.7	135.7	135.7	135.7	135.7	135.7
Finance and insurance	141.5	141.7	141.7	141.7	141.7	141.8	141.9	141.9	142.3	142.3	142.3	142.3	142.3
Property and business services	144.0	144.1	144.3	144.3	144.6	144.9	145.3	145.4	145.5	145.5	145.5	145.9	145.9
Government administration and defence	144.2	144.2	145.1	145.1	146.0	146.1	146.2	146.2	146.3	146.3	146.3	147.3	147.3
Education	142.6	142.6	142.7	142.7	144.9	144.9	145.0	145.1	145.2	145.2	145.2	145.3	145.3
Health and community services	148.2	148.3	148.6	148.6	148.8	148.9	149.2	149.4	149.7	149.7	149.8	149.9	149.9
Cultural and recreational services	140.5	140.5	140.7	140.7	141.1	141.2	141.5	141.5	142.1	142.2	142.2	142.5	142.5
Personal and other services	146.6	146.6	146.7	146.8	146.9	147.0	147.3	147.3	147.5	147.5	147.6	147.7	147.7
All industries(a)	145.0	145.0	145.2	145.2	145.7	145.9	146.2	146.4	146.5	146.5	146.6	146.7	146.7

(a) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

## EXPLANATORY NOTES

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### INTRODUCTION

**1** This publication contains indexes for weekly and hourly award rates of pay for full-time adult wage and salary earners. These indexes have been compiled on a monthly basis since the base month of June 1985.

**2** The methodology used to construct the Award Rates of Pay Indexes is in general similar to that used for other indexes such as the Consumer Price Index and the Producer and Foreign Trade price indexes. It is based on a representative 'basket' of award classifications. The indexes are constructed by weighting award rates of pay for selected classifications according to the pattern of employee coverage that existed at May 1985. The 'basket' of classifications, and their weights remain constant during the life of the indexes, so changes in the indexes reflect general *trends* in award rates of pay over time. They do not measure relative *levels* of average award rates of pay between States, industries, awards and occupations.

**3** All award rates of pay series are expressed as index numbers with a reference base of June 1985 = 100.0. The base for the new series of June 1985 was determined using data obtained from the Survey of Employee Earnings and Hours conducted in May 1985.

**4** The December 1987 issue of this publication contains the first release of these series. That issue provides a large number of series covering the period from June 1985, as well as four appendixes containing:

- distribution of the weights used to construct the indexes;
- weighted average minimum standard hours at the base period;
- weighted average minimum award rates of pay at the base period; and
- factors for linking the current and previous series.

**5** These series replace an earlier series which covered the period June 1976 to November 1987. For more information regarding the methodological and conceptual differences between the previous series and the current series, refer to *Information Paper: Award Rates of Pay Indexes* (6343.0) released on 11 February 1988.

### SCOPE AND COVERAGE

**6** The award rates of pay for full-time adult employees, which are normally varied in accordance with awards, determinations or registered collective agreements, have been selected in the indexes. As at June 1985, the indexes cover 3.0 million persons (2.1 million males and 0.9 million females). Approximately 3% of full-time adult employees were covered by unregistered agreements (i.e. those agreements made by an employer with a group of employees and which are not registered with a federal or State wage fixing authority). For statistical purposes these have been considered to be similar to awards. The rates prescribed in the more important of these, such as the collective agreement between the State Transport Authority of Victoria and some of its employees, have been included in the indexes.

**7** Rates of pay applicable to approximately 16% of full-time adult employees (as at June 1985) who are not covered by awards, determinations or registered or unregistered collective agreements, are not covered by the indexes. This includes those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific federal or State award, determination or registered collective agreement or a specific unregistered agreement.

## EXPLANATORY NOTES *continued*

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### COLLECTION OF AWARD INFORMATION

**8** Information on award rates of pay for selected classifications is obtained from a variety of sources. The primary updating sources are advices of award variations determined or authorised by industrial tribunals. Information obtained by these means is used to update award rates of pay for each selected classification on a monthly basis and used for the compilation of the monthly indexes. In recent times, the flow of variation advices from these sources has slowed to the extent that only small movements are reflected in the indexes.

### DESIGN OF THE INDEXES

#### Selection of the classifications

**9** The source used to base the indexes is the May 1985 Survey of Employee Earnings and Hours. The Survey collected information on the industry and occupation of individual employees, the award under which they are covered and their award classification.

**10** This information was used to stratify classifications by industry, occupation and State as part of a sample design which ensured that the indexes have been produced at a satisfactory level of reliability for all cross-classifications included in the series.

**11** A sample of approximately 700 awards and 5,500 award classifications were selected for inclusion in the indexes.

#### Compilation

**12** Data on the award rates of pay from June 1985 and subsequent months have been compiled for each of the selected award classifications. Estimates of weighted average award rates were calculated by expanding data from the sample of award classifications. The estimates for June 1985 for each component of the series were then converted to an index value of 100.0.

#### Weighting

**13** The weighting pattern of the indexes is determined at the award classification level. The weights applied to the award classifications included in the indexes are derived from the May 1985 Survey of Employee Earnings and Hours. The distribution of the weights used in the construction of the indexes is shown in Appendix A of the December 1987 issue of this publication.

**14** Awards have been divided into two groups, 'major' awards and 'minor' awards, depending on the estimated number of employees covered by each award. All 200 major awards have been included in the indexes, while only a sample of approximately 500 minor awards have been included. For classifications selected within major awards, the employees benchmarks have been inflated in the indexes to account for the total number of employees within the award. For classifications selected within minor awards, the benchmarks have been inflated in the indexes to account for the total number of employees covered by all minor awards.

#### Limitations of weighting

**15** The indexes are fixed weight indexes. The weights of the indexes need to be reviewed periodically because of the problems inherent with having fixed weight indexes. In particular, the indexes are not responsive to changes in the structure and coverage of awards, and are likely to become less representative and therefore less reliable over time.

## EXPLANATORY NOTES *continued*

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**16** An example of this type of problem occurred with the Victorian Nurses Award. This award underwent a major restructuring during 1986 with some classifications being amalgamated and others being split into two or more classifications. This type of restructuring of an award in the indexes means that an equivalent classification needs to be selected from the revised award structure. However, until a complete review of the indexes is carried out, the old weighting structure must be used.

### ENTERPRISE BARGAINING

**17** Payments and conditions of employment specified under formalised enterprise bargaining awards and agreements established since October 1991 are generally excluded from the compilation of these indexes. Awards included in the index are a large sample of the awards in existence in May 1985. Thus, the indexes exclude any awards coming into effect since that time, except where an old award has been completely superseded by a new award or agreement. Similarly, as at 1 March 1993 all Victorian State awards ceased to exist and changes from this source will not be reflected in the indexes unless an expired award is superseded by a new award.

**18** The above treatment of enterprise bargaining is also a limitation of the fixed weighting of the index as any new awards used in the index will assume the weights applied to the old award it replaces. Where any award in the sample includes some employees involved in the formalised enterprise bargaining process, any increase in rates in that award approved by a federal or State industrial tribunal will be applied according to the total number of employees recorded for that award in May 1985.

**19** The \$8 'safety net' pay rises resulting from the October 1993 Review of Wage Fixing Principles and subsequent decisions are reflected in the Award Rates of Pay Indexes for ALL employees covered by awards whose application for a wage rise is ratified by the appropriate federal or State arbitral authorities. This includes all employees formerly covered by Victorian State awards as well as all employees covered by awards but involved in the enterprise bargaining process. The current index methodology does not allow these employees to be excluded. Consequently these award rates of pay are varied using the existing weights i.e. total number of employees as at May 1985.

### REVISION OF THE INDEXES

**20** In some cases, when awards etc. are varied, the new award rates are made retrospective. In addition there is sometimes a considerable delay in the receipt of notification of changes in award rates in respect of the award classifications included in the indexes. Because of these factors the figures in this publication are subject to revision. Revisions for States, industries and occupations are included in this publication. Revised figures for each industry and occupation group in each State are available on request.

### DEFINITIONS

**21** The *award rates of pay* used in the compilation of the indexes:

#### INCLUDE

- ♦ the base rate and any allowances or loadings that are applicable to ALL employees under a specific award classification (e.g. industry allowance); and
- ♦ supplementary payments when they are specified within the award.



## EXCLUDE

- remunerative allowances. It is considered that these allowances are paid to reimburse employees for expenses they are expected to incur during the course of their employment (e.g. tool allowances). The inclusion of these allowances would not reflect the true level of remuneration of these employees;
- superannuation payments and other payments such as severance and termination payments which are paid to employees as part of an award agreement; and
- payments negotiated under formalised enterprise bargaining awards and agreements that were established since October 1991. See paragraph 17 of the Explanatory Notes.

**22** Estimates of *standard weekly hours of work* previously included as an appendix to the June and December issues of this publication can now be obtained on request via a special data service. Inquiries should be made to Patricia Dopita on (06) 252 6695. These estimates apply to all wage and salary earners where standard hours are specified in the award etc. They refer to weighted average standard weekly hours of work where the weighting is based on the weights used for the construction of the award rates of pay indexes.

**23** Estimates of the *weighted average minimum weekly award rates of pay* are based on the weights used in the construction of the award rates of pay indexes. The weighted average minimum award rates of pay at the base period are included as Appendix C of the December 1987 issue of this publication.

## RELIABILITY OF INDEXES

**24** Since the indexes are based on information obtained from a sample of employers they are subject to sampling variability. That is, they may differ by chance from figures that would have been produced if all employers had been included in the survey.

**25** Inaccuracies may also occur because of imperfections by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling errors*. Although considerable care is taken in questionnaire design; in the instructions given to employers on how to select a sample of their employees; in editing the survey returns; and in relating the figures to comparable statistics, these inaccuracies may occur in any enumeration, whether it be a full count or a sample. As an example, non-sampling error may occur in the survey where employers are uncertain of the precise awards and classifications which cover their employees.

## COMPARABILITY OF RESULTS

**26** For an explanation of the comparability of results between the Award Rates of Pay Indexes and Average Weekly Ordinary Time Earnings (as published in ABS Catalogue Nos. 6301.0 and 6302.0) see the November 1993 issue of this publication.



## EXPLANATORY NOTES *continued*

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### CLASSIFICATION OF INDUSTRY

**27** Industry is classified according to the *Australian Standard Industrial Classification (ASIC), 1983* (1201.0), for the majority of the tables presented in this publication. From the November 1996 issue of this publication, industry information shown in Table 10 is classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC); for more details refer to *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (1292.0). ANZSIC industry estimates back to June 1985 were produced by developing a concordance between ASIC and ANZSIC estimates.

### CLASSIFICATION OF OCCUPATION

**28** Occupation is classified according to the *Australian Standard Classification of Occupations (ASCO) — first edition* (1222.0).

### RELATED PUBLICATIONS

**29** For details of previously published indexes reference should be made to previous issues of this publication and the following publications:

- For the period March 1939 to June 1965: *Minimum Wage Rates* (6313.0)
- For the period June 1965 to June 1972: *Wage Rates Indexes* (6314.0)
- For the period July 1972 to June 1975: *Wage Rates and Earnings* (6312.0)
- For the period July 1975 to August 1982: *Wage Rates Indexes* (6312.0)
- For the period September 1982 to November 1987: *Award Rates of Pay Indexes, Australia* (6312.0).

**30** Users may also be interested in the following publications and standard data services:

- *Information Paper: Award Rates of Pay Indexes* (6343.0)
- *Distribution and Composition of Employee Earnings and Hours, Australia, Preliminary* (6305.0) — issued biennially
- *Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0) — issued biennially
- *Average Weekly Earnings, Australia, Preliminary* (6301.0) — issued quarterly
- *Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly
- *Average Weekly Earnings, Australia, 1941–1990* (6350.0)
- *Award Coverage, Australia, May 1990* (6315.0)
- *Industrial Disputes, Australia* (6321.0) — issued monthly
- *Industrial Disputes, Australia* (6322.0) — issued annually
- *Trade Union Statistics, Australia* (6323.0.40.001) — standard data service issued annually
- *Trade Union Members, Australia, August 1994* (6325.0.40.001) — standard data service
- *Labour Costs, Australia* (6348.0) — issued biennially
- *Labour Statistics, Australia* (6101.0) — issued annually
- *Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurements and Usage*

**31** Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Release Advice are available from any ABS office.

## EXPLANATORY NOTES *continued*

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### UNPUBLISHED STATISTICS

**32** In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer printout, clerically-extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries for unpublished statistics related to this publication should be made to Patricia Dopita on (06) 252 6695, or to Information Services in the nearest ABS office.

### EFFECTS OF ROUNDING

**33** As the indexes are rounded to one decimal place, discrepancies may occur between the published annual percentage changes in tables 1, 4, 5 and 6 and the value which would be produced by calculating the percentage change from the published statistics.

# GLOSSARY

Hourly award rates of pay	The <i>hourly award rates of pay series</i> for full-time adult employees provide details of the movements in the hourly rates of pay for award classifications included in the index. These series include only those awards and classifications where hours of work are specified in the award.
Index number series	A series of numbers measuring movement over time from a base period value. The base value is normally represented by an index number of 100.0.
Industry	Industry is classified according to the <i>Australian Standard Industrial Classification (ASIC), 1983 (1201.0)</i> and the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993 (1292.0)</i> .
Occupation	Occupation is classified according to the <i>Australian Standard Classification of Occupations (ASCO) — first edition (1222.0)</i> .
Percentage change	The change in an index series from one period to another expressed as a percentage of its value in the first of the two periods.
Rebase	To change the reference base period of an index number series.
Reference base	The period for which an index series is given the value of 100.0.
Standard weekly hours of work	Estimates of <i>standard weekly hours of work</i> apply to all wage and salary earners where standard hours are specified in the award etc. They refer to weighted average standard weekly hours of work where the weighting is based on the weights used for the construction of the award rates of pay indexes.
Weekly award rates of pay	The <i>weekly award rates of pay series</i> for full-time adult employees provide details of the movements in the weekly rates of pay for award classifications included in the index.

## For more information . . .

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